IN THE UNITED STATES DISTRICT COURT

FOR THE EASTERN DISTRICT OF PENNSYLVANIA

EQUAL EMPLOYMENT OPPORTUNITY COMMISSION, F. RAY MARSHALL, Secretary of Labor, and UNITED STATES OF AMERICA, Plaintiffs, v. AMERICAN TELEPHONE AND TELEGRAPH COMPANY, *et al.*, Defendants, v. COMMUNICATION WORKERS OF AMERICA, *et al.*, Intervenors.	CIVIL ACTION NO. 73-149

AMENDED FINAL REPORT [1/]

The Consent Decree in this action will expire on January 17, 1979, unless the government plaintiffs, for good cause, move for an extension of the Decree. The purpose of this report is to apprise the Court of the results of the defendants' (AT&T and its 23 operating companies, hereinafter "Bell System") corrective action taken under the Decree over the last six years. We have attached to this Report, reports for each of the 23 Bell System operating companies. As the reports indicate, each of the defendant companies is in substantial compliance with the obligations

1/ The Final Report, which was filed on January 17, 1979, did not contain statistics for AT&T General Departments. Accordingly, we are filing this Amended Final Report. The only modifications are in the Statistical Analysis section beginning on page 3 and the corporate profile attachment.

of the Decree. Accordingly, we do not seek an extension of the Decree.

The principal objectives of the Decree were (1) to desegregate sexually the traditionally male plant departments and the traditionally female traffic departments within each of the Bell System companies; (2) more fully to integrate racially, ethnically, and sexually those job classifications within each company where any such groups were underutilized; and (3) to address equal pay matters in non-management ranks. With these objectives in mind we present here and in each individual report that information which will enable the Court to make an evaluation of what progress the Bell System as a whole and each company has made in achieving these objectives.

Any presentation of information concerning an entity as large and complex as the Bell System will have limitations. We settled on the information contained in each of the reports because it presents two snapshots of each company: one in 1973 and one in 1978.

In our judgment the Bell System, including each of its 23 operating companies, substantially complied with the Decree, and by doing so, achieved significant progress toward its major objectives. Inroads have been made in altering the historic patterns of male plant departments and female traffic departments. In addition previously underutilized race, sex and ethnic groups are participating in increasing numbers in most affirmative action job classifications (AAJC's). The Bell System made substantial changes in its promotional and pay system to meet the equal pay

allegations of the complaint. In addition, of course, the Bell System has paid more than $12 million in one time payments in the nature of back pay and incentive payments pursuant to its obligations under the Decree and Supplemental Order, and has thus far paid more than $40 million in pay adjustments of a continuing nature.

The government does not believe however that all equal employment opportunity problems have been remedied and forever put to rest. Problems of both an individual and systemic nature may still exist within all the companies. In our judgment, however, the existence of such problems would not constitute a violation of the Decree.

TARGET PERFORMANCE

As noted in the Interim Report, in 1973 and 1974 there were substantial problems in the attainment of many intermediate targets under the original Decree. These problems gave rise to the Supplemental Order filed with the Court on May 5, 1975, and entered August 20, 1976.

Since 1975, the Bell System has achieved substantially all intermediate targets. The major factor responsible for the improvement of 1975-1978 target performance over 1973-1974 performance was the implementation of management controls and reporting systems to permit regular analysis of target performance.

STATISTICAL ANALYSIS

Since the Decree was entered, the total number of employees within the Bell System has increased from 793,715 to 799,785: a percentage increase of 0.8%. While total employment remained relatively stable, significant progress was made for women in positions

where they had been excluded or underutilized. Women now comprise 28.6% of the management employees (Affirmative Action Job Classifications 1, 2, 3), as compared with 22.4% in 1973. More specifically in top level management (AAJC 1) women increased from 2.1% to 7.8%, in mid-level management (AAJC 2) they increased from 11.2% to 21.1% and in entry level management the increase was from 30.8% to 35.2%. In the craft positions (AAJC's 6, 7, 9, 10) women now represent 9.5% of these employees, as compared to 2.8% when the Decree was entered. The progress is perhaps more apparent when viewing inside craft positions and outside craft positions separately. Between 1972 and 1978 women in outside craft positions (AAJC's 6, 9) went from 0.2% to 3.9%. In inside craft positions (AAJC's 7, 10) women went from 6.5% to 17.2%.

In the clerical (AAJC's 11, 12, 13) and operator (AAJC 14) positions, men made substantial gains. Between December 31, 1972, and September 30, 1978, men increased in the clerical positions from 4.1% to 11.0%; and in the operator position from 1.4% to 7.5%.

Employment of blacks on a system-wide basis went from 10.6% to 12.0% under the Decree. In management (AAJC's 1, 2, 3) blacks increased from 2.3% to 5.5%. They increased from .5% to 1.5% in AAJC 1, from 1.0% to 3.6% in AAJC 2, and from 3.2% to 7.0% in AAJC 3. Although blacks declined in their representation in semi-skilled crafts (AAJC's 9, 10, including a redistribution of AAJC 8) from 10.4% to 9.7%, their representation in the skilled craft positions (AAJC's 6, 7) increased from 3.2% to 5.4%. Similarly, while in the entry level clerical positions (AAJC 13) and operator positions (AAJC 14) blacks declined from 20.0% to 19.8%, in skilled

and semi-skilled clerical positions (AAJC's 11, 12) they increased from 12.7% to 17.8%.

Overall Hispanic employment increased from 2.5% to 3.9%. Hispanic representation in management increased from 0.7% to 2.1%, as Hispanic representation in AAJC 1 went from 0.1% to 0.6%, from 0.4% to 1.3% in AAJC 2, and from 1.0% to 2.7% in AAJC 3. Hispanics experienced an increase in semi-skilled crafts (AAJC's 9, 10) from 3.6% to 4.3%, and a more significant increase in skilled crafts (AAJC's 6, 7) from 1.6% to 3.2%. Similarly, Hispanics showed an increase in the operator and entry level clerical positions (AAJC's 13 and 14) from 3.6% to 5.2% and a more substantial increase in the skilled and semi-skilled clerical positions (AAJC's 11 and 12) from 2.9% to 5.2%.

The foregoing statistics should be viewed in light of a 9.9% national black labor force, and a 3.9% national Hispanic labor force as reflected in the 1970 Census.

THE SETTING OF INTERMEDIATE TARGETS

The process by which intermediate targets have been established on a yearly basis is known as Goals II. In effect, a computer, with data input from each of the Bell System companies, sets the intermediate targets for each race, sex, ethnic group for each of the companies' establishments.

Because an underlying principle of the Decree was that targets should be based on normal movement patterns, targets, although in compliance with the Decree, were sometimes low. For example, in the skilled crafts (AAJC's 6, 7) the female targets tended to be low because the targets were set in many companies on the basis of the female representation in the semi-skilled crafts (AAJC's

9, 10) where, notwithstanding notable progress, significant female underutilization persisted throughout the term of the Decree. This situation was particularly evident in AAJC 6 where targets were usually based on female representation in AAJC 9. Female representation there never exceeded 5.3% on a system-wide basis, and in certain companies, because of either no growth or a reduction in force, was negligible throughout the term of the Decree.

Minority males on the other hand, often had, in our view, insufficient targets (in many cases lower than their existing representation) in the semi-skilled crafts (AAJC's 9, 10) because the pools for those positions were predominantly female. The experience gained under this Decree should enable us to provide appropriate adjustments to the target setting mechanisms to provide for reasonable targets for all groups.

The companies were not required to adhere strictly to the suggested pool classifications. In some companies we found that any job classification which contributed at least 10% of the persons moving into another job classification was automatically made a pool job classification for purposes of Goals II the next year. In one company those classifications which provided the greatest movement into the subject classification and collectively provided more than 75% of that movement were included in the pool. Still in other companies, there were no objective criteria employed for purposes of determining pool classifications. And certain companies permitted the pooling structure to be determined at the establishment level in which case a minimal and possibly aberrational movement might be the basis for a consequential pooling

change. However, we have no evidence that any individual company manipulated pool classifications in order to lower intermediate targets.

Another way in which the determination of intermediate targets was subject to the judgment of individual companies was in the projection of the proportion of opportunities to be filled by hires. In some instances these projections had significant impact on minority male targets. The higher the hiring projection the greater would be the influence of the group's representation in the external labor market which would as a rule be substantially higher than that group's representation in the relevant employee pool (this procedure would rarely affect female targets). During the declining employment situation that was the case in most companies in recent years, the low hiring projections were reasonable. However, there were instances where underestimated hiring projections caused targets to be substantially lower than a correct projection would have yielded. (See Addendum) We did not find that any such erroneous projections were deliberate.

TEST BATTERIES

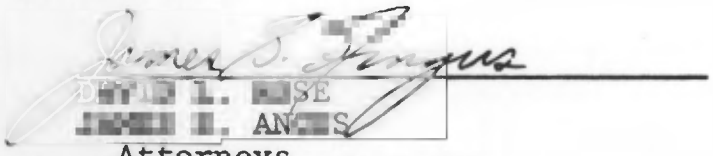
The test batteries used by the Bell System in the clerical, craft and management areas generally screen out minorities or women at a substantially disproportionate rate. Under the Decree the use of such tests was acceptable so long as the intermediate targets were being met, thus precluding the necessity of a lengthy and complicated validation inquiry. Absent the affirmative requirements of the Decree, the tests could become a serious impediment to the Bell System's progress and could be unlawful.

CONCLUSION

While the limited growth and in some cases decline in total employment for many companies caused the progress toward the elimination of underutilization to be less than otherwise would have been the case, the Bell System operating companies did make significant progress toward the achievement of the objectives of the Decree.

However, even apart from the remaining underutilization of certain groups, the Decree did not solve all of the equal employment opportunity problems within the Bell System operating companies. It was not intended to be the instrument to accomplish such a broad purpose. It was designed to alter historic, systemic patterns of dual lines of progression for men and women and the exclusion of minorities from the more desirable jobs, and thus to desegregate departments and jobs within the Bell System. We believe that all the Bell System operating companies have substantially complied with the Decree. Accordingly, we do not recommend that the Decree be extended.

Respectfully submitted,



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Compliance Report of C&P District of Columbia
Pursuant to AT&T Consent Decree

Prepared by: James S. Angus, Senior Trial Attorney, Cate Greene, Paralegal Specialist, Department of Justice; Robert Howard, Attorney, Equal Employment Opportunity Commission; Lewis Ramsey, Department of Labor.

INTRODUCTION

We conducted our review of C&P District of Columbia on August 28 and 29, 1978. C&P District of Columbia has one establishment known as the Washington Establishment Area. The approximate minority labor force statistics for this establishment are 23.6% black, 2.4% Hispanic, 0.0% American Indian and 0.9% Asian/Pacific Islander.

TARGET PERFORMANCE

C&P of the District of Columbia achieved all of its intermediate targets in 1977.

C&P D.C. has designated the transfer bureau operation as Mobility Application Plan (MAP). MAP operates in much the same way as at other companies. Employees desiring to apply for a transfer or promotion request a MAP requisition from their supervisor. After the form is filled out it is sent to the MAP office.

Unlike other transfer bureaus, MAP does not track intermediate targets. Instead, before a job vacancy requisition reaches the MAP office it has to first go through the EEO Coordinator for the company. This person has the responsibility for tracking and marks each job vacancy requisition accordingly.

STATISTICAL ANALYSIS

The following chart reflects the progress made by C&P D.C. since January 1, 1973.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	1-1-73	3-31-78	1-1-73		3-31-78		1-1-73		3-31-78		1-1-73		3-31-78		1-1-73		3-31-78		1-73		3-78		1-73		3-78	
Job Class				%		%		%		%		%		%		%		%		%		%		%		%
1	823	878	804	97.7	825	93.9	794	96.5	808	92.0	6	0.7	15	1.7	1	0.1					1	0.1	3	0.4	1	0.1
2	859	1068	751	87.4	819	76.7	742	86.4	778	72.8	8	0.9	39	3.7	1	0.1	2	0.2								
3	2540	2652	1466	57.7	1452	54.8	1364	53.7	1273	48.0	98	3.9	162	6.1			11	0.4					4	0.2	6	0.3
4	542	440	15	2.8	22	5.0	11	2.0	15	3.4	4	0.7	7	1.6												
5	162	226	128	79.0	138	16.1	123	75.9	116	51.3	4	2.5	18	8.0			3	1.3					1	0.6	1	0.5
6	1433	1347	1433	100.	1330	98.7	1394	97.3	1203	89.3	38	2.7	118	8.7	1	0.1	7	0.5			1	0.1			1	0.1
7	1431	1301	1365	95.4	1190	91.5	1268	88.6	1054	81.0	90	6.3	124	9.6	2	0.1	6	0.5			3	0.2	5	0.3	3	0.2
8	270		263	97.4			155	57.4			104	38.5			4	1.5										
9	1616	1402	1609	99.6	1283	91.5	1390	86.0	1043	74.4	212	13.1	223	15.9	6	0.4	14	1.0			1	0.1	1	0.1	2	0.1
10	390	503	334	85.6	255	50.7	194	49.7	109	21.7	137	35.1	137	27.2	2	0.5	7	1.4					1	0.3	2	0.4
11	1486	1781	45	3.0	178	10.0	34	2.3	124	7.0	11	0.7	49	2.7			2	0.1							3	0.2
12	989	1533	13	1.3	86	5.6	8	0.8	52	3.4	5	0.5	31	2.0			2	0.1							1	0.1
13	1655	802	82	5.0	93	11.6	38	2.3	58	7.2	42	2.5	32	4.0	1	0.1	1	0.1					1	0.1	2	0.3
14	2699	1401	42	1.6	72	5.1	22	0.8	46	3.3	20	0.7	26	1.8												
15	236	186	198	83.9	123	66.1	20	8.5	18	9.7	157	66.5	91	48.9	20	8.5	13	7.0					1	0.4	1	0.5
	17131	15520	8548	49.9	7866	50.7	7557	44.1	6697	43.2	936	5.5	1072	6.9	38	0.2	68	0.4			6	0.0	17	0.1	23	0.1

C & P District of Columbia

	TOTAL WOMEN				WHITE WOMEN				BLACK WOMEN				HISPANIC WOMEN				AMERICAN INDIAN WOMEN				ASIAN/PACIFIC ISLANDER WOMEN			
	1-1-73		3-31-78		1-1-73		3-31-78		1-1-73		3-31-78		1-1-73		3-31-78		1-73		3-78		1-73		3-78	
Job Class		%		%		%		%		%		%		%		%		%		%		%		%
1	19	2.3	53	6.0	19	2.3	49	5.6			4	0.5												
2	108	12.6	249	23.3	102	11.9	201	18.8	6	0.7	45	4.2			2	0.2							1	0.1
3	1074	42.3	1200	45.2	903	35.6	892	33.6	168	6.6	294	11.1	1	0.0	11	0.4							3	0.1
4	527	97.2	418	95.0	447	82.5	302	68.6	79	14.6	108	24.6	1	0.2	5	1.1							3	0.7
5	34	21.0	88	38.9	24	14.8	63	27.8	8	4.9	22	9.7			2	0.9	1	0.6	1	0.5	1	0.6		
6			17	1.3			11	0.8			6	0.5												
7	66	4.6	111	8.5	60	4.2	84	6.4	6	0.4	27	2.1												
8	7	2.6			7	2.6																		
9	7	0.4	119	8.5	6	0.4	81	5.8	1	0.1	36	2.5			1	0.1							1	0.1
10	56	14.4	248	49.3	35	9.0	135	26.8	21	5.4	109	21.7			4	0.8								
11	1441	97.0	1603	90.0	969	65.2	896	50.3	469	31.6	686	38.5	1	0.1	15	0.9					2	0.1	6	0.3
12	976	98.7	1447	94.4	694	70.2	845	55.1	279	28.2	580	37.8	1	0.1	13	0.9	1	0.1	1	0.1	1	0.1	8	0.5
13	1573	95.0	709	88.4	831	50.2	302	37.7	726	43.9	382	47.6	6	0.4	15	1.9					10	0.6	10	1.2
14	2656	98.4	1329	94.9	1463	54.2	646	46.1	1191	44.1	669	47.8	2	0.1	14	1.0								
15	38	16.1	63	33.9			20	10.8	38	16.1	28	15.0			15	8.1								
	8582	50.1	7654	49.3	5560	32.5	4527	29.2	2992	17.5	2996	19.3	12	0.1	97	0.6	2	0.0	2	0.0	14	0.1	32	0.2

C & P District of Columbia

Of all the Bell System companies, blacks, and black males in particular, have made perhaps the most progress at C&P D.C. Of course this may not be too surprising given the large black population in Washington, D.C. Between 1973 and 1978 black representation within C&P D.C.'s management positions (AAJCs 1, 2, 3) increased from 6.8% to 12.2%. In the AAJCs 1 and 2, the most meaningful management positions, the black representation went from 1.2% to 5.3%. The interviewer who hires management personnel told us that since January, 1977, 40 - 50% of the management hires have been black or female. Similarly in the craft area (AAJCs 6, 7, 9, 10) the black representation increased from 10.4% to 17.1%.

Women have made significant progress at this company also. Thus, between 1973 and 1978 women in AAJCs 1 and 2 increased from 7.6% to 15.5%. In the craft area the increase was from 2.6% to 10.9%. However, in our judgment C&P D.C. did not accomplish impressive results for women in AAJC 6 when compared with progress made at other companies. Numerically the increase was only from 0 to 17. However, as of August 29, 1978, 14 more women were placed in AAJC 6 bringing the total women in that job class to 31 of 1419, or 2.2%.

Males in the clerical jobs (AAJCs 11, 12, 13) progressed from 3.4% in 1973 to 8.7% in 1978. In the operator classification the increase was from 1.6% to 5.1% but this is tempered by the fact that the numerical increase was only from 42 to 72. The operator classification lost nearly half its positions during the 1973-1978 period.

CONCLUSION

C&P D.C., like several other Bell System companies, had an overall decline in total employees between 1973 and 1978. Specifically, total employees went from 17,131 to 15,520 representing a loss of 9.4%. Overall the company was in compliance with the consent decree.

Compliance Report of C&P of Virginia
Pursuant to AT&T Consent Decree

Prepared by: Lewis B. Ramsey, Department of Labor; Robert Howard, Attorney, Equal Employment Opportunity Commission; James S. Angus, Attorney, Cate Greene, Paralegal Specialist, Department of Justice.

INTRODUCTION

C & P of Virginia has six establishments: Richmond, Norfolk, Newport News, Roanoke, Culpepper and Lynchburg. The 1970 U. S. labor force statistics for the C & P of Virginia, corporate-wide labor market (the state of Virginia) show that women make up 36.0% of the labor force, blacks 16.4% (black men 9.5%, black women 6.9%) and people of Spanish language 1.0%.

Between December 1972 and June 1978 the total number of employees at C & P of Virginia declined by 134, a decrease of 1.2%.

TARGET PERFORMANCE

C & P of Virginia did not miss any intermediate targets in 1977.

STATISTICAL ANALYSIS

The following chart reflects the changes in the company's profile between December 1972 and June 1978.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	12/31/72	6/30/78	12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78	
				%		%		%		%		%		%		%		%		%		%		%		%
Job Class																										
1																										
2	412	474	385	93.4	397	83.8	382	92.7	386	81.4	3	0.7	11	2.3												
3	1379	1662	844	61.2	1051	63.2	798	57.9	971	58.4	45	3.2	78	4.7	1	0.1	2	0.1								
4	238	176	2	0.8	2	1.1	2	0.8	1	0.6			1	0.6												
5	75	117	65	86.7	77	65.8	62	82.7	67	57.3	3	4.0	10	8.6												
6	896	1034	893	99.7	1030	99.6	884	98.7	972	94.0	9	1.0	58	5.6												
7	1190	1238	1128	94.8	1146	92.6	1095	92.0	1094	88.4	32	2.7	49	4.0	1	0.1	2	0.2							1	0.1
8	215		211	98.1			138	64.2			72	33.4							1	0.5						
9	1057	1058	1057	100.0	1017	96.1	957	90.5	900	85.1	98	9.3	114	10.8	1	0.1	1	0.1	1	0.1	1	0.1			1	0.1
10	117	270	93	79.5	140	51.9	69	59.0	83	30.7	24	20.5	56	20.7							1	0.4				
11	1812	1694	12	0.7	57	3.4	12	0.7	48	2.3			9	0.5												
12	440	1039	12	2.7	48	4.6	11	2.5	35	3.4	1	0.2	13	1.3												
13	573	574	31	5.4	41	7.1	25	4.4	25	4.4	6	1.0	16	2.8												
14	2398	1365	24	1.0	75	5.5	13	0.5	48	3.5	11	0.5	26	1.9			1	0.1								
15	132	85	97	73.5	48	56.5	15	11.4	11	12.9	82	62.1	37	43.5												
	* 11,080	10,946	4,998	45.1	5281	48.3	4,606	41.6	4,792	43.8	387	3.5	479	4.4	3	0.0	6	0.1	2	0.0	2	0.0			2	0.0

C & P Virginia

*These totals do not represent true totals of the numbers in these columns because the AAJC 1 figures are combined by the companies for the 4 C & P companies and included in the C & P of the District of Columbia charts.

	TOTAL WOMEN				WHITE WOMEN				BLACK WOMEN				HISPANIC WOMEN				AMERICAN INDIAN WOMEN				ASIAN/PACIFIC ISLANDER WOMEN			
	12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78	
Job Class		%		%		%		%		%		%		%		%		%		%		%		%
1																								
2	27	6.6	77	16.2	27	6.6	73	15.4			4	0.8												
3	535	38.8	611	36.8	512	37.1	528	31.8	22	1.6	83	5.0	1	0.1										
4	236	99.2	174	98.9	225	94.6	159	90.3	10	4.2	13	7.4	1	0.4	1	0.6							1	0.6
5	10	13.3	40	34.2	8	10.7	29	24.8	2	2.6	11	9.4												
6	3	0.3	4	0.4	3	0.3	4	0.4																
7	62	5.2	92	7.4	62	5.2	89	7.2			3	0.2												
8	4	1.9			3	1.4			1	0.5														
9			41	3.9			36	3.4			5	0.5												
10	24	20.5	130	48.2	21	17.9	95	35.2	3	2.6	34	12.6											1	0.4
11	1800	99.3	1637	96.6	1665	91.9	1352	79.7	131	7.1	283	16.7	1	0.1	2	0.1	1	0.1	2	0.1	2	0.1		
12	428	97.3	991	95.4	334	75.9	769	74.2	92	20.9	219	21.1					2	0.5	1	0.1			2	0.2
13	542	94.6	533	92.9	391	68.2	356	62.0	150	26.2	176	30.7			1	0.2					1	0.2		
14	2374	99.0	1290	94.5	1790	74.6	952	69.8	583	24.3	338	24.2	1	0.1										
15	35	26.5	37	43.5	4	3.0	17	20.0	31	23.5	20	23.5												
	6,082	54.9	5,665	51.8	5,047	45.6	4,465	40.8	1025	9.3	1189	10.9	4	0.0	4	0.0	3	0.0	3	0.0	3	0.0	4	0.0

C & P Virginia

The number of employees in management job classifications (AAJCs 2 and 3) grew from 1791 to 2136, an increase of 19.3%, in the last six years. (For AAJC 1, the four C & P companies combined their statistics and those statistics are included in the report on C & P of the District of Columbia.) In AAJCs 2 and 3, women increased from 31.4% to 32.2%, an actual increase of 126 women. As in other companies, black women made more progress in management jobs than black men did. Although the 1978 figures for black men (89) and black women (87) are almost the same, in 1972 there were only 22 black women, as opposed to 48 black men, in management jobs. In that time period black men went from 2.7% to 4.2% and black women from 1.2% to 4.1%.

In the four craft classifications (AAJCs 6, 7, 9 and 10) women increased from 2.7% (89 of 3260) to 7.4% (267 of 3600). In the most desirable craft classification, AAJC 6 (skilled outside craft), there were 3 women in 1972 and 4 women in 1978. Black men increased from 5.0% (163 of 3260) to 7.7% (277 of 3600). Black women went from 0.1% (3 of 3260) to 1.2% (42 of 3600).

Finally, in the clerical and operator positions (AAJC 11, 12, 13 and 14) which declined in number by 551 in the last six years, the percentage of men grew from 1.5% (79 of 5223) to 4.7% (221 of 4672). Black men went from 0.3% (18 of 5223) to 1.4% (64 of 4672).

CONCLUSION

C & P of Virginia has complied with the consent decree.

Compliance Report of Michigan Bell Pursuant to AT&T Consent Decree

Prepared by: James S. Angus, Senior Trial Attorney, Cate Greene, Paralegal Specialist, Department of Justice.

INTRODUCTION

We conducted our compliance review on July 17, 18 and 19, 1978. The approximate minority labor force statistics for Michigan Bell are 9.0% black, 0.7% Hispanic, 0.1% American Indian and 0.2% Asian/Pacific Islander. Michigan Bell has twelve establishments: Northern Balance, Kalamazoo, Metro North, Grand Valley, Jackson, Grand Rapids, Metro West, Flint, Metro East, Saginaw, Lansing and Benton Harbor.

TARGET PERFORMANCE

From a placement objective standpoint, the 1977 performance of Michigan Bell was improved over its 1973-1974 performance. Thus, of 12 establishments only 2 placement objectives were missed: AAJC 14 (operators) at the Northern Balance and Kalamazoo establishments.

The transfer bureau has become a more centralized operation exercising almost complete control over opportunities and non-opportunities. I was impressed with its efficiency. We were able to determine that minorities and females were proportionately sharing in the non-opportunities. In addition, the transfer bureau for this particular area of Michigan Bell maintains a file which indicates, by AAJC, a complete listing of the opportunities and non-opportunities which were filled for the year. This provides a ready reference to whether opportunity declaration is being abused.

Moreover, the transfer bureau maintains an on-time record of which establishments are meeting placement objectives by AAJC. This has certainly been a valuable tool in achieving the objectives.

STATISTICAL ANALYSIS

The following chart represents Michigan Bell's workforce profiles on December 31, 1977, and June 30, 1973.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	6/30/73	12/31/77	6/30/73		12/31/77		6/30/73		12/31/77		6/30/73		12/31/77		6/30/73		12/31/77		6/30/73		12/31/77		6/30/73		12/31/77	
Job Class				%		%		%		%		%		%		%		%		%		%		%		%
1	510	634	492	96.5	585	92.2	484	94.9	566	89.3	7	1.4	17	2.7			1	0.2					1	0.2	1	0.2
2	1369	1806	1237	90.4	1422	78.7	1203	87.9	1349	74.7	31	2.3	62	3.4	2	0.1	6	0.3	1	0.0	3	0.2			2	0.1
3	3090	3521	2680	86.7	2515	71.4	2572	83.2	2368	67.3	101	3.3	127	3.6	4	0.1	9	0.3	2	0.0	2	0.1	1	0.0	9	0.3
4	1940	1762	149	7.7	323	18.3	120	6.2	268	15.2	25	1.3	42	2.4			5	0.3	1	0.1	2	0.1	3	0.2	6	0.3
5	141	170	112	79.4	111	65.3	102	72.3	102	60.0	10	7.1	9	5.3												
6	2735	2868	2734	99.9	2839	99.0	2657	97.1	2721	94.9	71	2.6	108	3.8	3	0.1	4	0.1	1	0.0	5	0.2	1	0.0	1	0.1
7	2613	2608	2498	95.6	2329	89.3	2387	91.4	2221	85.2	91	3.5	84	3.2	13	0.5	15	0.6	1	0.0	3	0.1	6	0.2	6	0.2
8	829		749	90.3			630	76.0			103	12.4			11	1.3			1	0.1			4	0.5		
9	2543	2396	2522	99.2	2251	93.9	2279	89.6	2018	84.2	219	8.6	194	8.1	18	0.7	30	1.3	2	0.1	6	0.3	3	0.1	3	0.1
10	483	632	39	8.1	281	44.5	33	6.8	253	40.0	5	1.0	25	4.0			3	0.5	1	0.2						
11	3553	3245	172	4.8	472	14.5	153	4.3	389	12.0	17	0.5	71	2.2	1	0.0	11	0.3							1	0.1
12	3321	3722	53	1.6	362	9.7	33	1.0	277	7.4	17	0.5	70	1.9	1		9	0.2					2	0.1	6	0.2
13	589	1283	83	14.1	251	19.6	60	10.2	197	15.4	21	3.6	44	3.4	2	0.3	10	0.8								
14	5640	3983	175	3.1	290	7.3	140	2.5	232	5.8	32	0.6	47	1.2	2	0.0	10	0.3	1	0.0					1	0.1
15	556	689	242	43.5	361	52.4	173	31.1	276	40.1	60	2.5	76	11.0	5	0.9	6	0.9	2	0.4	2	0.3	2	0.4	1	0.1
	29,912	29,319	13,937	46.6	14,392	49.1	13026	43.5	13237	45.1	810	2.7	976	3.3	62	0.2	119	0.4	13	0.0	23	0.1	23	0.1	37	0.1

Michigan Bell

Job Class	TOTAL WOMEN 6/30/73	%	TOTAL WOMEN 12/31/77	%	WHITE WOMEN 6/30/73	%	WHITE WOMEN 12/31/77	%	BLACK WOMEN 6/30/73	%	BLACK WOMEN 12/31/77	%	HISPANIC WOMEN 6/30/73	%	HISPANIC WOMEN 12/31/77	%	AMERICAN INDIAN WOMEN 6/30/73	%	AMERICAN INDIAN WOMEN 12/31/77	%	ASIAN/PACIFIC ISLANDER WOMEN 6/30/73	%	ASIAN/PACIFIC ISLANDER WOMEN 12/31/77	%
1	18	3.5	49	7.7	17	3.3	44	6.9	1	0.2	5	0.8												
2	132	9.6	384	21.3	121	8.8	327	18.1	10	0.7	53	2.9	1	0.1	3	0.2			1	0.1				
3	410	13.3	1006	28.6	361	11.7	831	23.6	49	1.6	169	4.8			3	0.1							3	0.1
4	1791	92.3	1439	81.7	1548	79.8	1133	64.3	232	12.0	278	15.8	8	0.4	19	1.1	2	0.1	4	0.2	1	0.1	5	0.3
5	29	20.6	59	34.7	24	17.0	47	27.6	5	3.5	12	7.1												
6	1	0.0	29	1.0	1	0.0	22	0.8			6	0.2			1	0.1								
7	115	4.4	279	10.7	103	3.9	241	9.2	12	0.5	37	1.4											1	0.1
8	80	9.7			62	7.5			18	2.2														
9	21	0.8	145	6.1	20	0.8	122	5.1	1	0.0	20	0.8			3	0.1								
10	444	92.0	351	55.5	313	64.8	265	41.9	126	26.1	83	13.1	5	1.0	3	0.5								
11	3381	95.2	2773	85.5	2705	76.1	2022	62.3	647	18.2	709	21.8	18	0.5	28	0.9	4	0.1	9	0.3	7	0.2	5	0.2
12	3268	98.4	3360	90.3	2484	74.8	2380	63.9	749	22.6	914	24.6	27	0.8	48	1.3	5	0.2	11	0.3	3	0.1	7	0.2
13	506	85.9	1032	80.4	346	58.7	698	54.4	146	37.5	306	23.9	10	1.7	20	1.6	1	0.2	5	0.4	3	0.5	3	0.2
14	5465	96.7	3693	92.7	4232	75.0	2820	70.8	1161	20.6	808	20.3	52	0.9	50	1.3	13	0.2	8	0.2	7	0.1	7	0.2
15	314	56.5	328	47.6	200	36.0	234	34.0	111	20.0	90	13.1	2	0.4	2	0.3			2	0.3	1	0.2		
	15975	53.4	14,927	50.9	12,537	41.9	11186	38.2	3268	10.9	3490	11.9	123	0.4	180	0.6	25	0.1	40	0.1	22	0.1	31	0.1

Michigan Bell

Analyzing the statistics over the last five years, Michigan Bell has made obvious progress in the face of a decline in total employment.

Unquestionably, women have made the most substantial gains. Thus, in the management area (AAJCs 1, 2, 3) women have increased from 11.3% to 24.1% and, in particular, black women have gone from 1.2% to 3.8%. In the three relevant craft areas (AAJCs 6, 7, 9) women have increased from 1.7% in 1973 to 5.8% in 1978 and, in particular, black women have gone from 0.2% to 0.8%.

The increases in these areas are further amplified by the fact that in the management area the number of positions increased from 4969 to 5961 while in the craft area the number of positions decreased from 7891 to 7872.

Black males in the management area increased from 2.8% to only 3.5% while black representation went from 4.0% to 7.3%. This, of course, is due to the relatively large number of black females who were brought into this area. Numerically, black females increased by 167 while black males increased by 67.

In the craft area black males only went from 4.8% to 4.9% while the overall black representation increased from 5.0% to 5.7%. Again, numerically black males increased by 5 while black females increased by 50.

In the clerical area (AAJCs 11, 12, 13) between 1973 and 1978 black females increased from 20.7% to 23.4%, males from 4.1% to 13.2% and black males from 0.7% to 2.2%.

Finally, in the operator classification males increased from 3.1% to 7.3% while numerically the classification decreased from 5640 to 3983 employees.

CONCLUSION

We believe this company to be in overall compliance with the consent decree.

Compliance Report of Northwestern Bell
Pursuant to AT&T Consent Decree

Prepared by: James S. Angus, Senior TriaL Attorney, Cate Greene, Paralegal Specialist, Department of Justice; Robert Howard, Attorney Equal Employment Opportunity Commission; Lewis Ramsey, Department of Labor.

INTRODUCTION

We conducted this review on August 15 and 16, 1978. Northwestern Bell serves a geographic area with one of the lowest minority populations of any Bell System company. Of the nine establishments in this Company, only two have a minority population in excess of 5%; Omaha, 8.3% and South Dakota, 5.0%. (See Attachment I) The approximate minority labor force statistics for the geographic area served by Northwestern Bell are 1.1% black, 0.7% Hispanic, 0.5% American Indian and 0.2% Asian/Pacific Islander. Northwestern Bell's nine establishments are Iowa, Nebraska, Nebraska Outstate, North Dakota, South Dakota, St. Paul, Minneapolis, Minnesota Outstate and Headquarters.

Northwestern Bell had a modest growth rate of 5.7% (26,856 to 28,389) from 1972 to 1978. Most of this growth occurred in AAJC 3 (2535 to 4934) and AAJC 11 (3506 to 4796).

TARGET PERFORMANCE

There were no missed targets at any establishment within Northwestern Bell.

STATISTICAL ANALYSIS

The following chart reflects the AAJC profile changes for the indicated time periods.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	12-31-72	3-31-78	12-31-72	%	3-31-78	%	12-31-72	%	3-31-78	%	12-31-72	%	3-31-78	%	12-31-72	%	3-31-78	%	12-31-72	%	3-31-78	%	12-31-72	%	3-31-78	%
Job Class																										
1	591	600	584	98.8	574	95.7	579	98.0	567	94.5	5	0.8	7	1.2												
2	1492	1407	1393	93.4	1109	78.8	1389	93.1	1091	77.5	4	0.3	15	1.1							3	0.2				
3	2535	4934	2206	87.0	3135	63.5	2177	85.9	3061	62.0	25	1.0	45	0.9	1	0.0	8	0.2	3	0.1	15	0.3			6	0.1
4	1424	453	36	2.5	33	7.3	34	2.4	32	7.1	2	0.1													1	0.2
5	319	286	290	90.9	183	64.0	280	87.8	178	62.2	8	2.5	5	1.8	1	0.3			1	0.3						
6	2536	2686	2533	99.9	2645	98.5	2493	98.3	2600	96.8	23	0.9	17	0.6	6	0.2	9	0.3	10	0.4	19	0.8	1	0.0		
7	2087	1999	2058	98.6	1877	93.9	2048	98.1	1849	92.4	7	0.3	15	0.7	1	0.1	9	0.5	1	0.1	3	0.2	1	0.1	1	0.1
8	307		301	98.0			263	85.6			30	9.8			5	1.6			3	1.0						
9	2171	2286	2153	99.2	2142	93.7	2064	95.1	2039	89.1	59	2.7	50	2.2	8	0.4	21	1.0	21	1.0	27	1.2			5	0.5
10	274	312	217	79.2	154	49.4	194	70.7	131	42.0	21	7.7	14	4.5	1	0.4	5	1.6	1	0.4	3	1.0			1	0.3
11	3505	4796	55	1.6	466	9.7	51	1.5	435	9.1	4	0.1	20	0.4			9	0.2			1	0.0			1	0.0
12	2576	2551	29	1.1	247	9.7	28	1.1	242	9.5							3	0.1			2	0.1	1	0.0		
13	1125	920	59	5.2	161	17.5	45	4.0	147	16.0	13	1.1	10	1.1	1	0.1	3	0.3			1	0.1				
14	5391	4642	82	1.5	341	7.3	78	1.4	326	7.0	3	0.1	8	0.2	1	0.0	2	0.0			5	0.1				
15	522	517	269	51.5	278	53.8	228	43.6	226	43.7	32	6.1	38	7.4	5	1.0	11	2.1	4	0.8	2	0.4			1	0.2
	26,856	28,389	12,265	45.7	13,345	47.0	11,951	44.5	12,924	45.5	236	0.9	244	0.9	30	0.1	80	0.3	43	0.2	81	0.3	3	0.0	16	0.1

Northwestern Bell

	TOTAL WOMEN				WHITE WOMEN				BLACK WOMEN				HISPANIC WOMEN				AMERICAN INDIAN WOMEN				ASIAN/PACIFIC ISLANDER WOMEN			
	12-31-72		3-31-78		12-31-72		3-31-78		12-31-72		3-31-78		12-31-72		3-31-78		12-31-72		3-31-78		12-31-72		3-31-78	
Job Class		%		%		%		%		%		%		%		%		%		%		%		%
1	7	1.2	26	4.3	7	1.2	25	4.1			1	0.2												
2	99	6.6	298	21.2	97	6.5	291	20.6	2	0.1	5	0.4			1	0.1			1	0.1				
3	329	13.0	1799	36.5	324	12.8	1723	34.9	3	0.1	63	1.3	1	0.0	4	0.1			5	0.1	1	0.0	4	0.1
4	1388	97.5	420	92.7	1354	95.1	404	89.2	29	2.0	11	2.4	1	0.1			4	0.3	2	0.4			3	0.7
5	29	9.1	103	36.0	29	9.1	100	35.0			3	1.0												
6	3	0.1	41	1.5	3	0.1	39	1.5			1	0.0							1	0.0				
7	29	1.4	122	6.1	29	1.4	119	5.9			3	0.2												
8	6	2.0			6	2.0																		
9	18	0.8	144	6.3	18	0.8	142	6.2			2	0.1												
10	57	20.8	158	50.6	52	19.0	151	48.4	4	1.5	5	1.6					1	0.4	2	0.6				
11	3451	98.4	4330	90.3	3348	95.5	4139	86.2	78	2.2	124	2.6	15	0.4	36	0.8	7	0.2	19	0.4	3	0.1	12	0.3
12	2547	98.9	2304	90.3	2464	95.7	2172	85.1	59	2.3	88	3.4	11	0.4	23	0.9	6	0.2	14	0.6	7	0.3	7	0.3
13	1066	94.8	759	82.5	941	83.6	690	75.0	104	9.2	50	5.4	9	0.8	10	1.1	7	0.6	6	0.7	5	0.4	3	0.3
14	5309	98.5	4310	92.7	5132	95.2	4135	89.1	134	2.5	102	2.2	22	0.4	35	0.8	15	0.3	25	0.5	6	0.1	4	0.1
15	253	48.5	239	46.2	232	44.4	221	42.7	19	3.6	11	2.1	2	0.4	4	0.8			3	0.6				
	14,591	54.3	15,053	53.0	14,036	52.3	14,351	50.5	432	1.6	469	1.7	61	0.2	113	0.4	40	0.1	78	0.3	22	0.1	33	0.1

Northwestern Bell

From this chart it is evident that most of the sex groups made significant progress. In the clerical classifications (AAJCs 11, 12, 13) men increased from 2.0% (143/7207) to 10.6% (874/8267). In the craft classifications (AAJCs 6, 7, 9, 10) women increased from 1.5% (107/7068) to 6.4% (465/7283). Breaking these classifications down further, in the outside jobs (AAJCs 6, 9) women increased from 0.4% (21/4707) to 3.7% (185/4972) and in the inside jobs (AAJCs 7, 10) they went from 3.6% (86/2361) to 12.1% (280/2311).

In management (AAJCs 1, 2, 3) women progressed from 9.4% (435/4618) to 30.6% (2123/6941). In AAJCs 1 and 2 they went from 5.1% (106/2083) to 16.1% (324/2007). Blacks, on the other hand, made modest progress in management (AAJCs 1, 2, 3) by going from 0.8% (39/4618) to 2.0% (136/6941).

In the craft classifications blacks lost ground by decreasing from 1.6% (114/7068) to 1.5% (107/7283). Finally, in the operator position (AAJC 14) men increased from 1.5% (82/5391) to 7.3% (341/4642).

CONCLUSION

Northwestern Bell has complied with the consent decree. It presents a profile that is characteristic of most Bell System companies. Women made considerable inroads into the management and craft positions and men made significant progress in the clerical area.

ATTACHMENT I

	BLACK	SSA	AM. IND. AL. NAT.	ASIAN PAC. IS.	TOTAL POPULATION
Omaha (same figures apply to CHq)	30,960 6.7%	5,031 1.1%	1,290 .3%	1,118 .2%	461,218
Neb. Outstate	1,700 .3%	7,558 1.2%	3,696 .6%	495 .1%	610,266
Neb. JC2	32,660 3.1%	12,589 1.2%	4,986 .5%	1,613 .2%	1,071,484
North Dakota	2,491 .4%	1,207 .2%	14,084 2.3%	1,573 .3%	622,535
South Dakota	2,936 .4%	1,855 .3%	28,143 4.2%	645 .1%	666,762
Iowa	36,079 1.3%	11,002 .4%	4,295 .2%	2,688 .1%	2,801,897
St. Paul	12,872 2.0%	5,080 .8%	2,140 .3%	3,596 .6%	641,940
Minneapolis	19,633 1.7%	3,965 .3%	6,982 .6%	6,141 .5%	1,149,637
Minnesota Outstate	2,734 .1%	5,177 .3%	13,083 .7%	3,251 .2%	1,913,635
Minnesota JC2	35,239 1.0%	14,222 .4%	22,205 .6%	12,988 .4%	3,705,212

1970 U.S. Census Figures

TOTAL COMPANY - 2.7% MINORITY POPULATION

Compliance Report of Ohio Bell Pursuant
to AT&T Consent Decree

Prepared by: James S. Angus, Senior Trial Attorney, Cate Greene, Paralegal Specialist, Department of Justice; Robert Howard, Attorney, Equal Employment Opportunity Commission; Lewis Ramsey, Department of Labor.

INTRODUCTION

We conducted this review on September 12 and 13, 1978. The approximate minority labor force statistics for Ohio Bell are 8.9% black, 1.0% Hispanic, 0.2% Asian/Pacific Islander and 0.1% American Indian. Ohio Bell has eleven establishments: Akron, Canton, Cleveland, Columbus, Dayton, Nother, Sother, Springfield, Toledo, Youngstown and Zanesville.

Ohio Bell has not been in a dynamic mode for the past five years. Between 12-31-73 and 3-31-78 the workforce of the company went from 27,166 to 24,037 or a percentage loss of 11.5%. To amplify further this reduction in workforce is the fact that between 1-1-76 and 3-31-78 there were 0 hires in AAJCs 6, 8, 9 and only 30 promotions. In fact, Pacific Northwest Bell and Southwest Bell absorbed many of Ohio Bell's employees.

TARGET PERFORMANCE

Two establishments within Ohio Bell had missed targets. In both Cleveland and Dayton the targets for black males in AAJC 5 were missed by 3 and 1 opportunities, respectively. ~~It is clear that the reason these targets were missed was the selection process.~~

1/12/79

STATISTICAL ANALYSIS

The following chart reflects the AAJC profile changes by Ohio Bell for the indicated time periods.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	12-31-73	3-31-78	12-31-73		3-31-78		12-31-73		3-31-78		12-31-73		3-31-78		12-31-73		3-31-78		12-73		3-78		12-73		3-78	
Job Class				%		%		%		%		%		%		%		%		%		%		%		%
1	545	539	524	96.2	508	94.3	519	95.2	494	91.7	5	0.9	13	2.4											1	0.2
2	1564	1581	1370	87.6	1260	79.7	1336	85.4	1221	77.2	32	2.1	38	2.4	1	0.1	1	0.1					2	0.1	2	0.1
3	4373	4423	2650	60.6	2590	58.6	2526	57.8	2414	54.6	120	2.7	172	3.9	2	0.1	2	0.1								
4	521	232	3	0.6	6	2.6	3	0.6	5	2.0			1	0.0												
5	150	236	106	70.7	146	61.9	97	64.7	136	57.6	9	6.0	10	4.2												
6	2755	2463	2755	100.0	2454	99.6	2646	96.0	2354	95.6	103	3.7	93	3.8	3	0.1	4	0.2	3	0.1	3	0.1				
7	2517	2430	2377	94.4	2304	94.8	2255	89.6	2191	90.2	120	4.8	110	4.5	1	0.0	1	0.0			1	0.0	1	0.0	1	0.0
8	518		501	96.7			373	72.0			122	23.6			4	0.8			1	0.2			1	0.2		
9	2107	1646	2096	99.5	1617	98.2	1919	91.1	1508	91.6	173	8.2	104	6.3	3	0.1	4	0.2	1	0.1	1	0.1				
10	665	1120	464	69.8	792	70.7	392	59.0	616	55.0	67	10.1	168	15.0	4	0.6	6	0.5			1	0.1	1	0.1	1	0.1
11	1749	1892	96	5.5	197	10.4	91	5.2	177	9.4	5	0.3	20	1.1												
12	2526	3098	45	1.8	185	6.0	34	1.4	152	4.9	10	0.4	31	1.0	1	0.0	1	0.0							1	0.2
13	2195	1222	97	4.4	130	10.6	84	3.8	105	8.6	12	0.6	24	2.0	1	0.0	1	0.1								
14	4253	2435	146	3.4	51	2.1	117	2.8	39	1.6	26	0.6	12	0.5	1	0.0							2	0.1		
15	728	720	370	50.8	319	44.3	196	26.9	203	28.2	171	23.5	112	15.6	1	0.1	4	0.6					2	0.3		
	27,166	24,037	13,600	50.1	12,559	52.2	12,588	46.3	11,615	48.3	975	3.6	908	3.8	22	0.1	24	0.1	5	0.0	6	0.0	9	0.0	6	0.0

Ohio Bell

Job Class	TOTAL WOMEN 12-31-73	%	TOTAL WOMEN 3-31-78	%	WHITE WOMEN 12-31-73	%	WHITE WOMEN 3-31-78	%	BLACK WOMEN 12-31-73	%	BLACK WOMEN 3-31-78	%	HISPANIC WOMEN 12-31-73	%	HISPANIC WOMEN 3-31-78	%	AMERICAN INDIAN WOMEN 12-31-73	%	AMERICAN INDIAN WOMEN 3-31-78	%	ASIAN/PACIFIC ISLANDER WOMEN 12-31-73	%	ASIAN/PACIFIC ISLANDER WOMEN 3-31-78	%
1	21	3.9	31	5.8	21	3.9	31	5.8																
2	194	12.4	321	20.3	186	11.9	290	18.3	7	0.5	31	2.0									1	0.1		
3	1723	39.4	1833	41.4	1541	35.2	1555	35.2	179	4.1	273	6.2									3	0.1	5	0.1
4	518	99.4	226	97.4	465	89.3	199	85.8	53	10.2	27	11.6												
5	44	29.3	90	38.1	39	26.0	80	33.9	5	3.3	10	4.2												
6			9	0.4			9	0.4																
7	140	5.6	126	5.2	130	5.2	109	4.5	10	0.4	17	0.7												
8	17	3.3			14	2.7			3	0.6														
9	11	0.5	29	1.8	10	0.5	22	1.3	1	0.1	7	0.4												
10	201	30.2	328	29.3	172	25.9	285	25.5	28	4.2	43	3.8									1	0.2		
11	1653	94.5	1695	89.6	1417	81.0	1375	72.7	232	13.3	315	16.7			3	0.2	2	0.1	1	0.1	2	0.1	1	0.1
12	2481	98.2	2913	94.0	1993	78.9	2140	69.1	482	19.1	763	24.6	5	0.2	6	0.2			1	0.0	1	0.0	3	0.1
13	2098	95.6	1092	89.4	1497	68.2	758	62.0	589	26.8	327	26.8	3	0.1	4	0.3	1	0.1			8	0.4	3	0.2
14	4107	96.6	2384	97.9	3154	74.2	1886	77.5	942	22.2	487	20.0	5	0.1	7	0.3			1	0.0	6	0.1	3	0.1
15	358	49.2	401	55.7	165	22.7	225	31.3	192	26.4	175	24.3	1	0.2	1	0.1								
	13566	49.9	11478	47.7	10804	39.8	8964	37.3	2723	10.0	2475	10.3	14	0.1	21	0.1	3	0.0	3	0.0	22	0.1	15	0.1

Ohio Bell

Analyzing this chart from the broad perspective of management and craft positions women and blacks have made progress. In management (AAJCs 1, 2, 3) blacks increased from 343 of 6,482, or 5.3%, to 527 of 6,543 or 8.1%; women increased from 1,938 of 6,482, or 29.9%, to 2,185 of 6,543 or 33.4%. However, the trend we have witnessed at other companies continued here with respect to black males. Numerically in management black males went from 157 to 223, or from 2.4% to 3.4%, while black females were increasing from 186 to 304, or 2.9% to 4.6%. 1/

In the craft classifications (AAJCs 6, 7, 9, 10) blacks increased from 502 of 8,044, or 6.2%, to 542 of 7,659, or 7.1%; women increased from 352 of 8,044, or 4.4%, to 492 of 7,659, or 6.4%. And, again, black males increased by only 12 while black females were increasing by 28.

In the clerical classifications (AAJCs 11, 12, 13) men made significant progress. In a category that went from 6,470 to 6,212, men increased from 238, or 3.7%, to 512, or 8.2%.

CONCLUSION

Ohio Bell has been in overall compliance with the consent decree.

1/ Most AAJC 8 positions were redistributed in 1977 to these craft positions.

Compliance Report of Pacific Northwest Bell
Telephone Company Pursuant to AT&T
Consent Decree

Prepared by: Robert E. Howard, Attorney, Equal Employment Opportunity Commission; James S. Angus, Attorney, Cate Greene, Paralegal Specialist, Department of Justice; Lewis Ramsey, Department of Labor.

INTRODUCTION

The Pacific Northwest Bell Telephone Company Compliance Review was conducted in Seattle, Washington on September 19-20, 1978. Pacific Northwest Bell (PNB) is headquartered in Seattle, Washington. It has six establishments which do business in three states: Washington, Oregon and Idaho. The approximate minority labor force statistics for this company show that blacks represent 2.1% of the relevant labor market and Hispanics represent 1.9%.

TARGET PERFORMANCE

Pacific Northwest Bell achieved all of its intermediate targets in 1977.

STATISTICAL ANALYSIS

During the period 1972 through 1978 PNB has had a substantial increase (17.56%) in its employee profile. In fact, PNB has been in such an increased growth mode, that it was able to accept the spin off of employees from other Bell companies which were in a declining mode, through a program called Force Information Network. More than 722 employees from other companies participated in this program, utilizing lateral transfers on a non-opportunities basis in AAJCs 6, 7 and 9. This increased growth allowed PNB to achieve all of its intermediate targets without any deficiencies during the 1976 and 1977 monitoring periods. The company was also in compliance during the last GCC review in 1974.

The following chart reflects the progress made by PNB since December 31, 1972.

	TOTAL		TOTAL MEN				WHITE MEN				BLACK MEN				HISPANIC MEN				AMERICAN INDIAN MEN				ASIAN/PACIFIC ISLANDER MEN			
	12/31/72	6/30/78	12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78	
Job Class				%		%		%		%		%		%		%		%		%		%		%		%
1	386	367	372	96.4	341	92.9	368	94.6	332	90.5	2	0.5	7	1.9					1	0.3	1	0.3	1	0.3	1	0.3
2	1103	1291	962	87.2	990	76.7	949	86.0	958	74.2	10	0.9	17	1.3			6	0.5			3	0.2	3	0.3	6	0.5
3	2210	2914	1607	72.7	1855	63.7	1566	70.9	1752	60.1	23	1.0	48	1.6	5	0.2	17	0.6	3	0.1	12	0.4	10	0.5	26	0.9
4	474	659	19	4.0	141	21.4	16	3.4	125	19.0	2	0.4	7	1.1			3	0.5					1	0.2	6	0.9
5	156	195	83	53.2	65	33.3	80	51.3	58	29.7	3	1.9	5	2.6			2	1.0								
6	1816	2331	1813	99.8	2201	94.4	1788	98.5	2117	90.8	9	0.5	36	1.5	5	0.3	26	1.1	9	0.5	16	0.7	2	0.1	6	0.3
7	2041	1896	1969	96.5	1688	89.0	1919	94.0	1630	86.0	26	1.3	27	1.4	9	0.4	12	0.6	4	0.2	5	0.3	11	0.5	14	0.7
8	164		158	96.3			144	87.8			10	6.1			3	1.8							1	0.6		
9	1087	1564	1082	99.5	1449	92.6	1010	92.9	1339	85.6	47	4.3	49	3.1	8	0.7	29	1.9	16	1.5	23	1.5	1	0.1	9	0.6
10	144	464	83	57.6	157	33.8	53	36.8	126	27.2	22	15.3	20	4.3	4	2.8	4	0.9	2	1.4	2	0.4	2	1.4	5	1.1
11	3670	6026	99	2.7	713	11.8	87	2.4	610	10.1	6	0.2	52	0.9	1	0.0	18	0.3	1	0.0	2	0.3	4	0.1	31	0.5
12	1325	827	72	5.4	180	21.8	47	3.6	149	18.0	21	1.6	16	1.9			5	0.6			2	0.2	4	0.3	8	1.0
13	189	113	22	11.6	47	41.6	15	7.9	39	34.5	3	1.6	2	1.8	1	0.5	1	0.9	1	0.5			2	1.1	5	4.4
14	3421	2929	54	1.6	375	12.8	42	1.2	324	11.1	4	0.1	25	0.9	1	0.0	8	0.3	2	0.1	5	0.2	5	0.2	13	0.4
15	239	85	120	50.2	54	63.5	95	39.8	53	62.4	17	7.1	1	1.2	8	3.4										
	18,425	21,661	8515	46.2	10256	47.3	8,179	44.4	9612	44.4	205	1.1	312	1.4	45	0.2	131	0.6	39	0.1	71	0.3	47	0.2	130	0.6

PNB

	TOTAL WOMEN				WHITE WOMEN				BLACK WOMEN				HISPANIC WOMEN				AMERICAN INDIAN WOMEN				ASIAN/PACIFIC ISLANDER WOMEN			
	12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78		12/31/72		6/30/78	
Job Class		%		%		%		%		%		%		%		%		%		%		%		%
1	14	3.6	26	7.1	14	3.6	25	6.8			1	0.3												
2	141	12.8	301	23.3	133	12.1	281	21.8	4	0.4	13	1.0			2	0.2					4	0.4	5	0.4
3	603	27.3	1059	36.3	576	26.1	960	32.9	16	0.7	46	1.6	5	0.2	13	0.4	2	0.1	14	0.5	4	0.2	26	0.9
4	455	96.0	518	78.6	426	89.9	467	70.9	22	4.6	32	4.9	2	0.4	7	1.1	2	0.4	2	0.3	3	0.6	10	1.5
5	73	46.8	130	66.7	66	42.3	118	60.5	6	3.9	10	5.1	1	0.6					1	0.5			1	0.5
6	3	0.2	130	5.6	3	0.2	126	5.4			2	0.1			2	0.1								
7	72	3.5	208	11.0	70	3.4	196	10.3			4	0.2							3	0.2	2	0.1	5	0.3
8	6	3.7			6	3.7																		
9	5	0.5	115	7.4	5	0.5	111	7.1			1	0.1			2	0.1							1	0.1
10	61	42.4	307	66.2	56	38.9	281	60.6	3	2.1	10	2.2			5	1.1	2	1.4	3	0.6			8	1.7
11	3571	97.3	5313	88.2	3324	90.6	4661	77.3	146	4.0	363	6.0	31	0.8	91	1.5	24	0.7	47	0.8	46	1.3	151	2.8
12	1253	94.6	647	78.2	1046	78.9	525	63.5	150	11.3	71	8.6	17	1.3	9	1.1	6	0.5	8	1.0	34	2.6	34	4.1
13	167	88.4	66	58.4	125	66.1	54	47.8	30	15.9	7	6.2	5	2.7	2	1.8	2	1.1			5	2.7	3	2.7
14	3367	98.4	2554	87.2	3142	91.8	2335	79.7	147	4.3	106	3.6	32	0.9	43	1.5	12	0.4	26	0.9	34	1.0	44	1.5
15	119	49.8	31	36.5	99	41.4	30	35.3	15	6.3	1	1.2	1	0.4			2	0.8			2	0.8		
	9910	53.8	11,405	52.7	9091	49.3	10,170	47.0	539	2.9	667	3.1	94	0.5	176	0.8	52	0.3	104	0.5	134	0.7	288	1.3

PNB

Between 1972 and 1978, management level positions (AAJC 1, 2, 3) increased from 3699 to 4572 employees, reflecting a 24% management growth. During this period of substantial growth women and minorities made modest progress in management. Black men in AAJCs 1, 2 and 3 improved from 35 of 3699 (.9%) to 72 of 4572 (1.6%); white women had a much more favorable gain from 723 of 3699 (19.5%) to 1266 of 4572 (27.7%); and black women made the slowest progress, growing from 20 of 3699 (.5%) to 60 of 4572 (1.3%). There was considerable growth in the craft area jobs (AAJCs 6, 7 and 9) which increased from 4944 to 5791 (17.1%) employees, but women and minorities achieved only moderate growth. Black men improved from 82 of 4944 (1.7%) to 112 of 5791 (1.9%); at the same time, white women increased from 78 of 4944 (1.6%) to 433 of 5791 (7.5%); again black women achieved the least amount of growth, increasing from 0 of 4944 (0%) to 7 of 5791 (.1%). There was also a significant increase (34%) in clerical classifications (AAJCs 11, 12 and 13): from 5184 to 6966 employees, the majority of which were white men. White men increased from 149 of 5184 (2.9%) to 798 of 6966 (11.5%); black men increased from 30 of 5184 (.6%) to 70 of 6966 (1.0%); and black women increased from 326 of 5184 (6.3%) to 441 of 6966 (6.3%). Employees of Hispanic and American Indian background were represented in such small numbers in most AAJCs that their change in growth was negligible throughout.

CONCLUSION

We find that Pacific Northwest Bell is in compliance with the consent decree.

Compliance Report on Bell of Pennsylvania Pursuant to the AT&T Consent Decree

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Equal Employment Opportunity Commission

and

Office of Federal Contract Compliance, Department of Labor

INTRODUCTION

The compliance review of Bell of Pennsylvania was conducted from August 14-16, 1978 in Philadelphia, Pennsylvania and one team member proceeded to Pittsburgh, Pennsylvania to examine certain locally held records involving the Western Region.

Bell of Pennsylvania is divided into ten (10) establishments for affirmative action purposes. As of December 31, 1977, Bell of Pennsylvania reported 31,067 employees. Bell of Pennsylvania's workforce has declined 8% since 1972. Blacks are the predominate minority group in the service area of Bell of Pennsylvania.

TARGET PERFORMANCE

Review of the reports submitted to the review team revealed no deficiencies. Our review of the profiles and opportunity reports for the first quarter 1978 of Bell of Pennsylvania revealed no reported deficiencies.

OVERALL PROFILE PERFORMANCE

The percent gains reported below occurred in the face of a general decline of the total number of employees at Bell of Pennsylvania.

Female participation has increased in AAJC 1 (1.1 to 4.7), AAJC 2 (9.6 to 14.4) and AAJC 3 (20.7 to 27.4). Likewise female participation increased in AAJC 6 (.1 to .3),

AAJC 7 (2.0 to 5.0), AAJC 9 (.14 to 1.76) and AAJC 10 (16.6 to 35.6).*

Male participation increased in AAJC 11 (1.4 to 11.3), AAJC 12 (.29 to 8.88), AAJC 13 (2.8 to 9.8), and AAJC 14 (3.3 to 6.7).

CONCLUSION

Bell of Pennsylvania has met its targets and should be found in substantial compliance with the consent decree.

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*/ The parenthetical numbers are percentages within the identified AAJC.

	TOTAL WOMEN				WHITE WOMEN				BLACK WOMEN				HISPANIC WOMEN				AMERICAN INDIAN WOMEN				ASIAN/PACIFIC ISLANDER WOMEN			
	12/31/72		9/30/78		12/31/72		9/30/78		12/31/72		9/30/78		12/31/72		9/30/78		12/31/72		9/30/78		12/31/72		9/30/78	
Job Class		%		%		%		%		%		%		%		%		%		%		%		%
1	338	2.2	1,374	7.8	333	2.1	1,293	7.3	3	0.0	56	0.3	1	0.0	16	0.1							9	0.1
2	4830	11.2	11,078	21.1	4647	10.8	9,927	18.9	116	0.3	838	1.6	37	0.1	215	0.4	11	0.0	21	0.0	19	0.0	77	0.2
3	29,543	30.9	40,976	35.2	27,258	28.5	34,638	29.7	1634	1.7	4475	3.8	435	0.5	1326	1.1	80	0.1	171	0.2	136	0.1	366	0.3
4	27,380	83.7	24,774	76.3	24,643	75.3	20,174	62.1	2317	7.1	3657	11.3	288	0.9	728	2.2	28	0.1	56	0.2	104	0.3	159	0.5
5	1539	26.5	3,720	44.0	1383	23.8	2,919	34.5	119	2.1	623	7.4	28	0.5	149	1.8	2	0.0	19	0.2	7	0.1	10	0.1
6	38	0.1	1,928	2.7	37	0.1	1,609	2.3	1	0.0	162	0.2			126	0.2			12	0.0			19	0.0
7	2619	3.4	8,830	11.8	2381	3.1	7,371	9.9	172	0.2	997	1.3	43	0.1	345	0.5	5	0.0	48	0.1	18	0.0	69	0.1
8	540	4.4	176	25.0	426	3.8	125	17.8	51	0.5	51	7.3	21	0.2			1	0.0			5	0.0		
9	206	0.3	3,386	5.3	182	0.3	2,744	4.3	18	0.0	453	0.7	6	0.0	151	0.2			10	0.0			28	0.0
10	3554	19.7	7,779	35.5	3058	17.0	5,964	27.2	407	2.3	1279	5.8	63	0.4	387	1.8	11	0.1	32	0.2	15	0.1	117	0.5
11	77,633	94.2	91,206	87.6	66,628	80.9	71,290	68.5	8918	10.8	14777	14.2	1610	2.0	3805	3.7	172	0.2	360	0.4	305	0.4	974	0.9
12	73,409	98.3	79,453	91.3	59,421	79.6	56,477	64.9	10274	13.8	16481	18.9	2673	3.6	4574	5.3	168	0.2	340	0.4	873	1.2	1581	1.8
13	42,929	95.1	30,400	87.1	31,829	70.5	21,437	61.4	8275	18.3	6758	19.4	2108	4.7	1657	4.8	96	0.2	87	0.3	621	1.4	461	1.3
14	146562	98.6	96,348	92.5	111,792	75.2	72,001	69.1	29607	19.9	18997	18.2	4424	3.0	4410	4.2	282	0.2	366	0.4	457	0.3	574	0.6
15	4641	37.5	4,254	41.3	3092	25.0	2,825	27.4	1421	11.5	1149	11.2	106	0.9	243	2.4	9	0.1	15	0.2	13	0.1	22	0.2
	415761	52.4	405,682	50.7	337110	42.5	310,794	38.9	63333	8.0	70753	8.8	11843	1.5	18132	2.3	865	0.1	1537	0.2	2573	0.3	4466	0.6

Bu[illegible] Pa.

AHJ		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
(1972)	#	634	627	625	2	0	0	0	7	7	[illegible]	0	0	
	%	1.9	98.9	98.6	[illegible]	0.0	0.0	0.0	1.1	1.1	0.0	0.0	0.0	0.0
(19[illegible])	#	636	606	598	8	0.0	0.0	0.0	30	28	2	0	0	0
	%	2.0	95.3	94.0	1.2	0.0	0.0	0.0	4.7	4.4	.3	0.0	0.0	0.0
[illegible] (1972)	#	1819	1645	1628	17	0	0	0	174	171	2	0	0	1
	%	5.4	90.4	89.5	.93	0.0	0.0	[illegible]	[illegible]	9.4	.1	0.0	0.0	.6
(19[illegible])	#	2055	1759	1726	33	0	0	0	[illegible]	276	20	0	0	0
	%	6.6	85.6	[illegible]	1.6	0.0	0.0	0.0	[illegible]	[illegible]	.1	0.0	0.0	0.0
3 (1972)	#	3453	2739	2693	45	0	0	1	714	682	32	0	0	[illegible]
	%	[illegible].2	79.3	78.	1.3	0.0	[illegible]	.03	20.[illegible]	19.8	.9	[illegible]	[illegible]	0.0
(19[illegible])	#	[illegible]46	3255	3100	143	6	[illegible]	[illegible]	1231	[illegible]	119	[illegible]	[illegible]	[illegible]
	%	14.4	72.6	69.1	3.2	[illegible]	[illegible]	0.1	27.4	24.7	2.6	[illegible]	.02	.2

Bell of Ga

AA50		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac Is		White	Black	Hispen.	Am.Ind. Al.Nat.	Asian Pac Is
4 (1970)	#	2117	329	293	34	1	0	1	1788	1682	[illegible]	1	0	0
	%	6.2	15.5	13.8	[illegible]	.05	[illegible]	.05	84.5	79.4	4.9	.05	0.0	0.0
([illegible])	#	1515	163	140	23	0	0	0	1352	1178	170	1	0	3
	%	4.9	10.8	9.2	[illegible]	0.0	0.0	0.0	89.2	77.8	11.2	.07	0.0	.2
5 (1972)	#	76	70	65	5	0	0	0	6	5	1	0	0	0
	%	.2	92.1	85.5	6.6	0.0	0.0	[illegible]	7.9	6.6	1.3	0.0	0.0	0.0
([illegible])	#	64	48	44	4	0	0	0	16	14	[illegible]	0	0	0
	%	.2	75.0	68.8	6.2	0.0	0.0	[illegible]	25.0	21.9	3.1	0.0	0.0	0.0
6 (1972)	#	3270	3268	3193	74	1	0	0	2	2	0	0	0	0
	%	9.6	99.9	97.6	2.3	.03	0.0	0.0	.1	.1	0.0	0.0	0.0	0.0
(1977)	#	3201	3191	3105	85	1	0	[illegible]	[illegible]	[illegible]	0	0	0	0
	%	10.3	99.7	97.0	2.7	.03	0.0	0.0	.3	.3	0.0	0.0	0.0	0.0

Bell Gr...

# 5C		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
7 (1972)	#	2937	2878	2774	99	3	0	2	59	51	8	0	0	0
	%	8.7	98.	94.4	3.4	.1	0.0	.06	2.0	1.7	.3	0.0	0.0	0.0
(1977)	#	2733	2595	2502	87	4	0	2	138	131	7	0	0	0
	%	8.8	95.0	91.5	3.2	.2	0.0	.07	5.0	4.8	.3	0.0	0.0	0.0
8 (1972)	#	529	521	429	89	3	0	0	8	6	2	0	0	0
	%	1.6	98.5	81.0	16.8	.6	0.0	0.0	1.5	1.1	.4	0.0	0.0	0.0
(1977)	#	611	500	420	77	2	0	1		98	13	0	0	0
	%	[illegible]	81.8	68.7	12.6	.3	0.0	.2	18.2	16.0	2.1	0.0	0.0	0.0
9 (1972)	#	2814	2810	2598	208	4	0	0	4	4	0	0	0	0
	%	8.3	99.9	92.3	7.4	.1	0.0	0.0	.1	.1	0.0	0.0	0.0	0.0
(1977)	#	2614	2568	2338	209	17	2	2	46	36	10	0	0	0
	%	8.4	98.2	89.4	8.0	.6	.08	.0	1.8	1.4	.4	0.0	0.0	0.0

Colleges

AAJC		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind Al.Nat	Asian Pac.Is		White	Black	Hispan	Am.Ind Al.Nat	Asian Pac.Is
10 (1972)	#	571	476	344	121	5	0	2	95	83	12	0	0	0
	%	[illegible]	83.4	72.3	22.2	.9	[illegible]	0.0	16.6	14.5	2.1	0.0	[illegible]	0.0
(1977)	#	360	232	165	62	5	0	0	128	93	35	0	0	0
	%	1.2	64.4	45.4	17.2	[illegible]	[illegible]	[illegible]	35.6	25.8	9.7	0.0	[illegible]	[illegible]
11 (1972)	#	3480	49	36	11	2	0	0	3431	3100	323	5	1	2
	%	[illegible]	1.4	1.0	.3	.06	0.0	[illegible]	98.6	89.0	9.3	.1	.03	.06
(1977)	#	3713	420	352	60	6	1	1	3293	2806	473	10	1	3
	%	[illegible]	11.3	9.5	1.6	.2	.03	.03	88.7	75.6	12.7	.3	[illegible]	.08
12 (1972)	#	3404	[illegible]	9	1	0	0	0	3394	3018	372	1	0	3
	%	[illegible]	.3	.3	.03	0.0	[illegible]	0.0	99.7	88.7	10.9	.03	0.0	.09
(1977)	#	3469	308	234	70	3	0	1	3161	2612	528	15	0	6
	%	11.2	8.9	6.8	2.0	.09	0.0	.02	91.1	75.3	15.2	.4	0.0	[illegible]

Bellingham

HAS		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
'3 (1972)	#	1965	55	39	16	0	0	0	[illegible]	1546	350	[illegible]	1	2
	%	5.8	2.8	2.0	.8	0.0	[illegible]	[illegible]	97.2	78.7	17.8	.6	.05	.1
(197[illegible])	#	1191	117	93	21	1	1	1	1074	772	292	10	[illegible]	[illegible]
	%	3.8	9.8	7.8	1.8	.08	.08	.08	[illegible]	64.8	24.5	.8	[illegible]	[illegible]
14 (1972)	#	6139	207	156	48	3	0	0	5932	4917	1000	13	0	2
	%	18.1	3.4	2.5	.8	.04	0.0	[illegible]	96.6	80.0	16.3	.2	[illegible]	.03
([illegible])	#	3853	258	219	39	5	0	1	3595	3030	547	15	1	2
	%	12.4	6.7	5.5	[illegible]	.1	[illegible]	[illegible]	93.[illegible]	78.6	14.2	[illegible]	.03	.05
15 (1972)	#	706	434	279	149	6	0	[illegible]	272	181	90	0	1	0
	%	2.1	61.5	39.5	21.1	8.5	0.0	0.0	38.5	25.6	12.7	[illegible]	1.4	0.0
(1977)	#	566	314	219	86	9	0	0	252	184	66	1	1	0
	%	1.8	55.5	38.7	15.2	1.6	[illegible]	0	44.5	32.5	11.6	.2	.2	[illegible]

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind Al.Nat	Asian Pac.Is		White	Black	Hispan	Am.Ind Al.Nat	Asian Pac.Is
Grand Total # (1[illegible])	35[illegible]	[illegible]	161	925	3	[illegible]	4	7796	5453	2291	1	3	1[illegible]
%		47.5	44.7	[illegible]	.	0.0	[illegible]	52.5	45.6	6.8	.9	0.0	.02
Grand Total # (197[illegible])	31[illegible]7	[illegible]	15249	1007	59	4	15	4743	2378	84	52	4	15
%		52.[illegible]	[illegible]	32	.0	.01	[illegible]	47.4	54.8	7.[illegible]	.[illegible]	.01	.04

Diamond State

BAJC		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Amerind Al.Nat	Asian Pac.Is		White	Black	Hispan	Amerind Al.Nat	Asian Pac.Is.
1 (1972)	#	9	9	9	0	0	0	0	0	0	0	0	0	0
	%	.51	100.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
(1977)	#	11	11	11	0	0	0	0	0	0	0	0	0	0
	%	[illegible]	[illegible]	100.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2 (1972)	#	[illegible]	55	54	1	0	0	0	3	3	0	0	0	0
	%	3.31	94.8	93.1	1.7	0.0	0.0	0.0	5.2	5.2	0.0	0.0	0.0	0.0
(1977)	#	64	58	58	0	0	0	0	6	6	0	0	0	0
	%	3.48	90.6	90.6	0.0	0.0	0.0	0.0	9.4	9.4	0.0	0.0	0.0	0.0
3 (1972)	#	155	143	142	1	0	0	0	12	11	1	0	0	0
	%	8.84	[illegible]	91.6	.65	0.0	0.0	0.0	7.7	7.1	.65	0.0	0.0	0.0
(1977)	#	217	170	167	3	0	0	0	47	42	5	0	0	0
	%	11.81	78.3	76.96	1.38	0.0	0.0	0.0	21.7	19.4	2.3	0.0	0.0	0.0

Diamond State

A. JC		[redacted]	Total Men	Males					[redacted]	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
4 (1972)	#	70	3	9	3	0	0	0	5[redacted]	53	5	0	0	0
	%	3.99		2.8	[illegible]	[illegible]	0.0	[illegible]	82.8	75.7	7.1	0.0	[illegible]	0.0
(1977)	#	55	6	5	1	0	0	0	49	44	5	0	0	0
	%	2.99	10.9	9.09	1.82	0.0	[illegible]	[illegible]	89.09	80.0	9.09	0.0	0.0	0.0
5 (1972)	#	6	6	6	0	0	0	0	0	0	0	0	0	0
	%	.34	1.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	[illegible]	0.0	0.0	0.0
(1977)	#	5	3	3	0	0	[illegible]	[illegible]	2	2	0	0	0	0
	%	[illegible]	[illegible]	60.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
6 (1972)	#	460	458	439	16	0	3	0	2	2	0	0	0	0
	%	26.33	99.6	95.4	3.5	[illegible]	.7	0	.4	[illegible]	0.0	[illegible]	0.0	0.0
(1977)	#	287	286	281	5	0	0	0	1	1	0	0	0	0
	%	15.62	99.6	97.9	1.7	[illegible]	0.0	[illegible]	.4	.4	[illegible]	0.0	0.0	0.0

Record state

APJ		Record Total	Total Men	Males					Total Women	Females				
				White	Black	Hispanic	Amerind Al.Nat.	Asian Pac.Is.		White	Black	Hispanic	Amerind Al.Na	Asian Pac.Is
(1972)	#	229	227	221	6	0	0	0	2	2	0	0	0	0
	%	13.06	99.1	[illegible]	2.6	0.0	0.0	0.0	.9	.9	0.0	0.0	0.0	0.0
(1973)	#	253	233	224	8	0	0	1	[illegible]	16	4	0	0	0
	%	13.77	[illegible]	88.5	3.2	0.0	0.0	.4	7.9	6.3	1.6	0.0	0.0	0.0
(1972)	#	15	15	13	2	0	0	0	0	0	0	0	0	0
	%	.86	100.0	[illegible]	13.3	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
(1973)	#	[illegible]	16	14	2	0	0	0	8	7	1	0	0	0
	%	1.31	66.67	58.33	8.34	0.0	0.0	0.0	33.33	29.17	4.16	0.0	0.0	0.0
(19[illegible])	#	2	2	0	2	0	0	0	0	0	0	0	0	0
	%	.11	100.0	0.0	[illegible]	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
(197[illegible])	#	169	166	148	16	[illegible]	2	0	[illegible]	[illegible]	0	0	0	0
	%	9.20	98.2	87.6	9.5	[illegible]	1.2	0.0	1.8	1.8	0.0	0.0	0.0	0.0

Women in State

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
AAJC													
10 (1972) #	32	20	14	5	0	1	0	12	10	2	0	0	0
%	1.82	62.5	[illegible]	15.6	0.0	3.1	0.0	37.5	31.25	6.25	0.0	0.0	0.0
(1977) #	39	14	7	6	0	1	0	25	22	3	0	0	0
%	2.13	35.9	17.95	15.38	0.0	2.57	0.0	64.1	56.41	7.69	0.0	0.0	0.0
11 (1972) #	194	9	9	0	0	0	0	185	170	15	0	0	0
%	11.06	4.64	4.64	[illegible]	0.0	0.0	0.0	95.36	[illegible]	7.73	0.0	0.0	0.0
(1977) #	214	14	10	3	1	0	0	200	169	30	1	0	0
%	11.65	6.54	4.67	[illegible]	.47	0.0	0.0	93.46	78.97	14.02	.47	0.0	0.0
12 (1972) #	135	0	0	0	0	0	0	135	121	13	0	1	0
%	7.70	[illegible]	[illegible]	0.0	0.0	0.0	0.0	100.0	89.63	9.63	0.0	.74	0.0
(1977) #	154	15	14	1	0	0	0	139	122	16	0	1	0
%	8.38	9.74	9.09	.65	[illegible]	0.0	0.0	[illegible]	79.22	[illegible]	[illegible]	.65	0.0

HAJC		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan.	Am. Ind. Al. Nat.	Asian Pacific		White	Black	Hispan.	Am. Ind. Al. Na.	Asian Pacific
13 (1972)	#	45	0	0	0	0	0	0	45	38	7	0	0	0
	%	3.57	0.0	0.0	0.0	0.0	0.0	0.0	100.0	84.4	15.6	0.0	0.0	0.0
(1977)	#	32	6	6	0	0	0	0	26	20	6	0	0	0
	%	1.74	18.75	18.75	0.0	0.0	0.0	0.0	81.25	62.50	18.75	0.0	0.0	0.0
14 (1972)	#	331	3	3	0	0	0	0	328	287	41	0	0	0
	%	18.87	.91	.91	0.0	0.0	0.0	0.0	99.09	86.71	12.38	0.0	0.0	0.0
(1977)	#	302	48	42	6	0	0	0	254	201	53	0	0	0
	%	16.44	15.89	13.91	1.98	0.0	0.0	0.0	84.11	66.56	17.55	0.0	0.0	0.0
15 (1972)	#	13	6	3	3	0	0	0	7	5	2	0	0	0
	%	.74	46.2	23.1	23.1	0.0	0.0	0.0	53.84	38.46	15.38	0.0	0.0	0.0
(1977)	#	11	7	5	2	0	0	0	4	3	1	0	0	0
	%	.60	63.64	45.45	18.19	0.0	0.0	0.0	36.36	27.27	9.09	0.0	0.0	0.0

Diamond State

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
# Grand Total (1972)	1754	965	922	39	0	4	0	789	702	86	0	1	0
%		550	52.6	4.0	0.0	.2	0.0	45.0	40.0	4.9	0.0	.06	0.0
Grand Total (1974) #	1837	1053	995	53	1	3	1	784	658	119	1	1	0
%		57.32	54.16	2.89	.05	.16	.05	42.68	35.82	6.48	.05	.05	0.0

Compliance Report on Chesapeake and Potomac Telephone Company of Maryland Pursuant to AT&T Consent Decree

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Equal Employment Opportunity Commission

INTRODUCTION

The compliance review of Chesapeake and Potomac Telephone Company of Maryland was conducted at its headquarters in Baltimore, Maryland on September 25-27, 1978. C&P of Maryland has four establishments and serves the State of Maryland except for certain areas of suburban Washington, D.C. The only minority group constituting more than 2% of the labor market from which C&P Maryland draws its employees is Blacks, at 19.7%. During the period of the Consent Decree for which information was available at the time of the review, the company's total employment declined by 7.9%, decreasing from 11,198 employees (in AAJC's 2 - 15) on December 31, 1972 to 10,318 employees employees (in AAJC's 2 - 15) on June 30, 1978.

TARGET PERFORMANCE

C&P of Maryland met its intermediate targets for 1976 and 1977 and, at the time of the review, was meeting its intermediate targets for 1978. 1/

Chesapeake and Potomac Telephone Company Headquarters established the pooling structure for all four C&P companies, including Maryland, and established one set of targets for all four companies in AAJC 1. One set of targets was established

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1/ C&P Maryland had been found in compliance in the 1974 review and, accordingly, had no Supplemental Order deficiencies to eliminate.

for all four C&P Maryland establishments in AAJC 2. We found nothing in the target-setting procedure as it pertained to C&P Maryland to which we could appropriately object at this time. 2/

OVERALL PROGRESS

A significant obstacle to elimination of underutilization of targeted groups was the fact that C&P Maryland experienced a 7.9% decline in total employment between December 31, 1972, and June 30, 1978. Nevertheless, there were instances of notable progress for certain groups. 3/ Women made substantial progress in second-level management (AAJC 2), increasing from 8.0% (36) to 16.5% (75), even though this entire classification increased by only 5 persons (451 to 456). They also increased from 11.5% (9 of 78) to 34.0% (36 of 106) in the sales classification (AAJC 5). Women increased from 0.2% (2 of 879) to 4.1% (41 of 990) in the semi-skilled outside crafts (AAJC 9). As with other Bell System operating companies, a high female loss rate, particularly in the earlier years of the Consent Decree, somewhat diminished overall progress. (It appears that the company is making every effort to correct this situation.) Female progress in skilled outside crafts (AAJC 6) was neglible -- from 0% (0 of 1100) to 0.2% (2 of 1137) -- primarily because the female targets in AAJC 6 were low, due to the fact that only AAJC 9 was included in the relevant employee pool. There was notable advancement for females in semi-skilled inside crafts (AAJC 10) -- from 19.5% (30 of 154) to 40.6% (110 of 271); and females increased from 4.6%

2/ The only aspect of the target-setting procedure left to the discretion of C&P Maryland was the projection of the proportion of anticipated opportunities to be filled by hires. Because of the difference between the minority composition of the relevant employee pool and the minority composition of the external labor market at certain establishments, this projection could materially affect targets. However, we found no aspect of the projections with which we could take exception.

3/ The following references to increases for targeted groups pertain to the period between December 31, 1972 and June 30, 1978, as indicated on the attached chart.

(52 of 1125) to 7.3% (86 of 1185) in skilled inside crafts (AAJC 7). 4/

Males made progress in the three clerical classifications. They increased from 1.0% (13 of 1313) to 4.7% (72 of 1518) in skilled clerical (AAJC 11) and from 0.8% (7 of 923) to 3.9% (37 of 989) in semi-skilled clerical (AAJC 12). An increase from 3.0% (25 of 847) to 10.7% (56 of 525) in entry-level clerical (AAJC 13) was very significant in light of the substantial decrease of total employment in this classification. The male increase was also significant in the operator classification (AAJC 14) -- from 0.2% (5 of 2094) to 6.0% (73 of 1227) -- if viewed in light of the 41% reduction in this classification.

Black males increased from 1.1% (5 of 451) to 2.4% (11 of 456) in second-level management (AAJC 2), and from 2.3% (33 of 1455) to 3.5% (55 of 1586) in first-level management (AAJC 3). Their most notable progress was in skilled outside crafts (AAJC 6), where they increased from 1.2% (13 of 1100) to 4.0% (46 of 1137). They remained at 10.9% (96 of 879 in 1972; 108 of 990 in 1978) in semi-skilled outside crafts (AAJC 9). 5/ Black males increased from 3.2% (36 of 1125) to 5.1% (60 of 1185) in skilled inside crafts (AAJC 7), a fairly substantial increase in view of the limited growth in this classification. Already at 30.5% (47 of 154) in 1973, their representation increased negligibly in semi-skilled inside crafts (AAJC 10) -- to 30.6% (83 of 271).

Black women increased from 0.2% (1 of 451) to 1.3% (6 of 456) in second-level management (AAJC 2), and from 3.4% (50 of 1455) to 5.4% (85 of 1586) in first-level management (AAJC 3). Black women made substantial gains in the clerical categories, particularly in the skilled (AAJC 11) and semi-skilled (AAJC 12) classifications, increasing from 12.8% (168 of 1313) to 19.2% (292 of 1518) in AAJC 11, and from 20.0% (185 of 923) to 25.4% (251 of 989) in AAJC 12. At the end of 1977 black women were above ultimate goal at two establishments in AAJC's 11-14.

4/ At the end of 1977 white women had reached ultimate goal in AAJC 3 in one establishment, and in AAJC's 5 and 10 in two establishments.

5/ The situation in AAJC 9 must be appraised in light of the black male movement into AAJC 6, much of which would come from AAJC 9 and accordingly affect the profile in that AAJC. The same observation applies to AAJC's 10 and 7.

CONCLUSION

We believe that Chesapeake and Potomac Telephone Company of Maryland has substantially complied with its obligations under the Consent Decree.

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
AAJC 1	12/31/72													
	6/30/78													
AAJC 2	12/31/72	451	415	92.0	410	90.9	5	1.1	36	8.0	35	7.8	1	.2
	6/30/78	456	381	83.5	370	81.1	11	2.4	75	16.5	69	15.2	6	1.3
AAJC 3	12/31/72	1455	898	61.7	863	59.3	33	2.3	557	38.3	507	34.9	50	3.4
	6/30/78	1586	993	62.6	935	58.9	55	3.5	593	37.4	508	32.0	85	5.4
AAJC 4	12/31/72	344	24	7.0	12	3.5	12	3.5	320	93.0	286	83.1	34	9.9
	6/30/78	184	9	4.9	5	2.7	4	2.2	175	95.1	149	81.0	26	14.1
AAJC 5	12/31/72	78	69	88.5	63	80.8	6	7.7	9	11.5	9	11.5	0	0
	6/30/78	106	70	66.0	62	58.5	8	7.5	36	34.0	28	26.5	8	7.5
AAJC 6	12/31/72	1100	1100	100.0	1087	98.8	13	1.2	0	0	0	0	0	0
	6/30/78	1137	1135	99.8	1089	95.8	46	4.0	2	0.2	2	0.2	0	0

(Figures for Hispanics, American Indians and Alaskan Natives ("AI/AN"), and Asian and Pacific Islanders ("A/PI") are at pages 4-6.)

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

			MEN							WOMEN					
			TOTAL	TOTAL		WHITE		BLACK		TOTAL	WHITE		BLACK		
				#	%	#	%	#	%		#	%	#	%	
AAJC	7	12/31/72	1125	1073	95.4	1037	92.2	36	3.2	52	4.6	51	4.5	1	0.1
		6/30/78	1185	1099	92.7	1039	87.6	60	5.1	86	7.3	82	6.9	4	0.4
AAJC	8	12/31/72	206	206	100.0	131	63.6	75	36.4	0	0	0	0	0	0
AAJC	9	12/31/72	879	877	99.8	780	88.8	96	10.9	2	0.2	1	0.1	1	0.1
		6/30/78	990	949	95.9	839	84.8	108	10.9	41	4.1	32	3.2	9	0.9
AAJC	10	12/31/72	154	124	80.5	77	50.0	47	30.5	30	19.5	26	16.9	4	2.6
		6/30/78	271	161	59.4	78	28.8	83	30.6	110	40.6	84	31.0	24	8.8
AAJC	11	12/31/72	1313	13	1.0	10	0.8	3	0.2	1300	99.0	1129	86.0	168	12.8
		6/30/78	1518	72	4.7	57	3.7	15	1.0	1446	95.3	1152	75.9	292	19.2
AAJC	12	12/31/72	923	7	0.8	5	0.6	2	0.2	916	99.2	730	79.1	185	20.0
		6/30/78	989	39	3.9	32	3.2	7	0.7	950	96.1	698	70.6	251	25.4

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
AAJC 13	12/31/72	847	25	3.0	15	1.8	10	1.2	822	97.0	598	70.6	223	26.3
	6/30/78	525	56	10.7	37	7.1	18	3.4	469	89.3	315	60.0	153	29.1
AAJC 14	12/31/72	2094	5	0.2	1	0.0	4	0.2	2089	99.8	1434	68.5	650	31.0
	6/30/78	1227	73	6.0	57	4.7	16	1.3	1154	94.0	779	63.5	373	30.4
AAJC 15	12/31/72	229	208	90.8	40	17.5	167	72.9	21	9.2	3	1.3	18	7.9
	6/30/78	144	115	79.9	27	18.8	88	61.1	29	20.1	14	9.7	15	10.4
AAJC 2-15	12/31/72	11,198	5044	45.0	4531	40.5	509	4.5	6154	55.0	4809	42.9	1335	11.9
	6/30/78	10,318	5152	49.9	4627	44.8	519	5.0	5166	50.1	3912	37.9	1246	12.1

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

	MEN						WOMEN					
	HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
	#	%	#	%	#	%	#	%	#	%	#	%
AAJC 1 12/31/72												
6/30/78												
AAJC 2 12/31/72												
6/30/78												
AAJC 3 12/31/72					2	0.1						
6/30/78	1	0.1			2	0.1						
AAJC 4 12/31/72												
6/30/78												
AAJC 5 12/31/72												
6/30/78												
AAJC 6 12/31/72												
6/30/78												

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

	MEN						WOMEN					
	HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
	#	%	#	%	#	%	#	%	#	%	#	%
AAJC 7 12/31/72												
6/30/78												
AAJC 8 12/31/72												
AAJC 9 12/31/72					1	0.1						
6/30/78					2	0.2						
AAJC 10 12/31/72												
6/30/78							1	0.4			1	0.4
AAJC 11 12/31/72							1	0.1			2	0.2
6/30/78							1	0.1			1	0.1
AAJC 12 12/31/78											1	0.1
6/30/78							1	0.1				

Operating Company: Chesapeake and Potomac Telephone Company of Maryland

		MEN						WOMEN					
		HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
		#	%	#	%	#	%	#	%	#	%	#	%
AAJC 13	12/31/72											1	0.1
	6/30/78					1	0.2					1	0.2
AAJC 14	12/31/72							4	0.2			1	0.04
	6/30/78							2	0.2				
AAJC 15	12/31/72					1	0.4						
	6/30/78												
Total	12/31/72					4	0.04	5	0.04			5	0.04
(AAJC's 2-15)	6/30/78	1	0.04			5	0.04	5	0.04			3	0.03

Compliance Report on Chesapeake and Potomac Telephone Company of West Virginia Pursuant to AT&T Consent Decree

Prepared by: James P. Scanlan, Attorney; Kathleen A. McMillan, Social Science Research Specialist; Thomas L. Douglass, Equal Opportunity Specialist,

Equal Employment Opportunity Commission

INTRODUCTION

The compliance review of Chesapeake and Potomac Telephone Company of West Virginia was conducted at its headquarters in Charleston, West Virginia on September 13-14, 1978. C&P of West Virginia has only one establishment 1/ and serves most of the state of West Virginia. The only minority group comprising more than 2% of the labor market from which C&P of West Virginia draws its employees is Blacks, at 3.12%. During the period of the Consent Decree for which information was available at the time of the review, C&P of West Virginia's total employment grew by 3.0%, increasing from 5,160 employees (AAJC's 2-15) on December 31, 1972 to 5,314 employees (AAJC's 2-15) on March 31, 1978.

TARGET PERFORMANCE

The company met its intermediate targets for 1976 and 1977 and, at the time of the review, was meeting its intermediate targets for 1978. 2/

Chesapeake and Potomac Telephone Headquarters established the pooling structure for all four C & P Companies, including West Virginia, and established one set of targets for all four companies in AAJC 1. The only aspect of target-setting left to the discretion of C & P West Virginia was the projection of the proportion of anticipated vacancies to be filled by hires. We found nothing in the target-setting procedure as it pertained to C & P West Virginia to which we could appropriately object at this time.

1/ Originally C & P of West Virginia had four establishments. In 1977, with government consent, they were merged into one.

2/ C & P West Virginia had been found in compliance in the 1974 review and, accordingly, had no deficiencies to eliminate.

OVERALL PROGRESS

A major obstacle to substantial advancement of underutilized groups was the small growth of the company during the term of the Consent Decree. Opportunities were very limited through 1976. Recently, however, opportunities have increased markedly, particularly in the outside crafts, due to the substantial service growth in coal mining areas.

There was notable progress for females in second-level management (AAJC 2), 3/ as their representation increased from 7.6% (20) to 15.5% (39), even though the total number of persons in this AAJC declined by 4.6% (263 to 251). In semi-skilled outside crafts (AAJC 9) women increased from 0.2% (1) to 4.9% (31) of that total, even though the classification decreased by 1.4% (648 to 639). 4/ Female movement into skilled outside crafts (AA JC 6) was very limited -- from 0% (0 of 402) to 0.6% (3 of 496) -- primarily because the female targets for AAJC 6 were so low (since only AAJC 9 was included in the relevant employee pool for AAJC 6). Women increased very substantially in semi-skilled inside crafts (AAJC 10) -- from 16.2% (6) to 35.4% (29) -- while the classification grew from 37 to 82. 5/ The female growth in skilled inside crafts (AAJC 7) -- from 7.8% (30) to 11.1% (50) -- was notable in light of the fact that this AAJC increased by only 64 persons (386 to 450).

3/ The following references to increases for targeted groups pertain to the period between December 31, 1972 and March 31, 1978, as indicated on the attached chart.

4/ Progress in this category was reduced somewhat by the high loss rate for women, particularly in the earlier years of the Consent Decree. There are indications that the female loss rate has been reduced in recent years. Interviews with company officials and women who were successful and unsuccessful in the crafts gave us the impression that, while problems remain, C & P West Virginia is attempting to do everything in its power to see that women perform successfully on the job.

5/ Most of the increase in total employees in this AAJC is actually the result of redistribution of job titles in AAJC 8. See Represcription Memorandum ¶2. Excluding the effect of the redistribution, the female representational increase was somewhat higher than that shown above.

Males showed modest increases in the clerical categories -- increasing from 0% (0 of 444) to 1.2% (7 of 605) in skilled clerical (AAJC 11); from 0.6% (2 of 359) to 4.5% (19 of 445) in semi-skilled clerical (AAJC 12); and from 1.0% (5 of 499) to 3.9% (11 of 285) in entry level clerical (AAJC 13). They had more substantial increases in the operator classification (AAJC 14) -- from 0.7% (8 of 1094) to 9.5% (104 of 1094).

Black males are at ultimate goal in AAJC's 3, 6, 7, 9, 10, 14 and 15, and black females are at ultimate goal in AAJC's 10, 11, 12, 13, 14 and 15. Black males, already at ultimate goal in 1973 (considered on the combined establishment basis), had significant increases in skilled outside crafts (AAJC 6) -- from 2.2% (9 of 402) to 3.4% (17 of 496). 6/

There are still no black females among the 251 persons in AAJC 2. However, black females did increase their representation in AAJC 3 from 0.4% (3 of 757) to 1.1% (9 of 835), which is some progress toward their ultimate goal figure of 1.6%. Black females made notable progress in the three clerical classifications where their ultimate goal figure was 3.2%. In skilled clerical (AAJC 11) they increased from 2.5% (11 of 444) to 3.8% (23 of 605); in semi-skilled clerical (AAJC 12) they increased from 2.2% (8 of 359) to 4.5% (21 of 445); and in entry level clerical they increased from 6.6% (33 of 499) to 8.1% (23 of 285). Black females declined from 6.9% (76 of 1094) to 5.5% (60 of 1094) in the operator classification (AAJC 14).

CONCLUSION

We believe that Chesapeake and Potomac Telephone Company of West Virginia has substantially complied with its obligations under the Consent Decree.

6/ What appears to be a substantial black male increase in semi-skilled inside crafts (AAJC 10) -- from 8.1% (3 of 37) to 31.7% (26 of 82) -- is actually a result of the redistribution of the skilled services classification (AAJC 8).

Operating Company: Chesapeake and Potomac Telephone Company of West Virignia

			MEN						WOMEN					
			TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
				#	%	#	%	#	%			#	%	#	%
AAJC	1	12/31/72	96	95	99.0	95	99.0	0	0	1	1.0	1	1.0	0	0
		3/31/78													
AAJC	2	1972	263	243	92.4	240	91.3	3	1.1	20	7.6	20	7.6	0	0
		1978	251	212	84.5	210	83.7	2	.8	39	15.5	39	15.5	0	0
AAJC	3	1972	757	528	69.7	508	67.1	20	2.6	229	30.3	226	29.9	3	.4
		1978	835	559	66.9	541	64.8	18	2.2	276	33.1	267	32.0	9	1.1
AAJC	4	1972	142	16	11.3	16	11.3	0	0	126	88.7	121	85.2	5	3.5
		1978	70	8	11.4	8	11.4	0	0	62	88.6	60	85.7	2	2.9
AAJC	5	1972	18	17	94.4	17	94.4	0	0	1	5.6	1	5.6	0	0
		1978	25	17	68.0	17	68.0	0	0	8	32.0	8	32.0	0	0
AAJC	6	1972	402	402	100.0	393	97.8	9	2.2	0	0	0	0	0	0
		1978	496	493	99.4	476	96.0	17	3.4	3	.6	3	.6	0	0

Operating Company: Chesapeake and Potomac Telephone Company of West Virginia

			MEN							WOMEN					
			TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
				#	%	#	%	#	%			#	%	#	%
AAJC	7	12/31/72	386	356	92.2	352	91.2	4	1.0	30	7.8	30	7.8	0	0
		3/31/78	450	400	88.9	394	87.6	6	1.3	50	11.1	50	11.1	0	0
AAJC	8	12/31/72	52	50	96.2	23	44.2	27	51.9	2	3.8	2	3.8	0	0
AAJC	9	1972	648	647	99.8	627	96.8	20	3.1	1	0.2	1	0.2	0	0
		1978	639	608	95.1	593	92.8	15	2.3	31	4.9	29	4.5	2	0.3
AAJC	10	1972	37	31	83.8	28	75.7	3	8.1	6	16.2	6	16.2	0	0
		1978	82	53	64.6	27	32.9	26	31.7	29	35.4	28	34.2	1	1.2
AAJC	11	1972	444	0	0	0	0	0	0	444	100.0	433	97.5	11	2.5
		1978	605	7	1.2	7	1.2	0	0	598	98.8	575	95.0	23	3.8
AAJC	12	1972	359	2	.6	2	.6	0	0	357	99.4	349	97.2	8	2.2
			445	20	4.5	19	4.3	1	0.2	425	95.5	404	90.8	21	4.7

Operating Company: Chesapeake and Potomac Telephone Company of West Virginia

			MEN							WOMEN					
			TOTAL	TOTAL		WHITE		BLACK		TOTAL	WHITE		BLACK		
				#	%	#	%	#	%		#	%	#	%
AAJC	13	12/31/72	499	5	1.0	5	1.0	0	0	494	99.0	461	92.4	33	6.6
		3/31/78	285	11	3.9	9	3.2	2	0.7	274	96.1	251	88.1	23	8.1
AAJC	14	1972	1094	8	0.7	7	0.6	1	0.1	1086	99.3	1010	92.3	76	6.9
		1978	1094	104*	9.5	98	9.0	5	0.5	990**	90.5	929	84.9	60	5.5
	15	1972	59	36	61.0	23	39.0	13	22.0	23	39.0	11	18.6	12	20.3
			37	16	43.2	9	24.3	7	18.9	21	56.8	15	40.5	6	16.2
AAJC	2-15	1972	5160	2341	45.4	2241	43.4	100	1.9	2819	54.6	2671	51.8	148	2.9
		1978	5314	2508***	47.2	2408	45.3	99	1.9	2806*'	52.8	2658	50.0	147	2.8

* Includes 1 Hispanic (0.1%)
** Includes 1 Hispanic (0.1%)
*** Includes 1 Hispanic (0.02%)
*' Includes 1 Hispanic (0.02%)

Compliance Report on Cincinnati Bell, Inc., Pursuant to AT&T Consent Decree

Prepared by: James P. Scanlan, Attorney; Kathleen A. McMillan, Social Science Research Specialist, Thomas L. Douglass, Equal Opportunity Specialist,

Equal Employment Opportunity Commission

INTRODUCTION

The compliance review of Cincinnati Bell, Inc. was conducted at its headquarters in Cincinnati, Ohio on September 11 and 12, 1978. Cincinnati Bell has one establishment and serves the Cincinnati area. The only minority group which comprises more than 2% of the labor market from which Cincinnati Bell draws its employees is Blacks, at 10.2%. During the period of the Consent Decree for which information was available at the time of the review, Cincinnati Bell experienced a 1.9% decline in total employment, decreasing from 5,234 employees on December 31, 1972 to 5,136 employees on June 30, 1978.

TARGET PERFORMANCE

Cincinnati Bell met its intermediate targets for 1976 and 1977, and, at the time of the review, was meeting its intermediate targets for 1978. 1/ There were only occasional significant upward or downward movements of targets, and there was nothing in the target-setting procedure to which we could appropriately object at this time.

1/ Cincinnati Bell had eliminated its four Supplemental Order deficiencies by the end of the pre-carry forward period (October 22, 1976; see Supplemental Order, Part I, Section B).

OVERALL PROGRESS

Cincinnati Bell is another company where an overall decline in the workforce has been an obstacle to advancement of targeted groups. Still, gains of certain groups were significant. Women made only modest progress in second level management (AAJC 2), increasing from 9.3% (23 of 247) to 13.4% (48 of 359), 2/ even though the classification grew substantially. This was because the targets were comparatively low since the female composition of first level management (AAJC 3) was low for most of the Consent Decree period. Women did, however, show a very substantial improvement in AAJC 3 -- up to 21.5% (123 of 571) -- a classification in which they had an extremely low representation -- 13.0% (84 of 646) -- in 1972. In semi-skilled outside crafts (AAJC 9), which declined by 40%, females increased from 0.4% (2 of 521) to 4.5% (14 of 310). 3/ Females also had a very small gain in skilled outside crafts (AAJC 6) -- from 0% (0 of 288) to 1.0% (6 of 559). They had a marked increased in semi-skilled inside crafts (AAJC 10) -- from the very low 12.9% (11 of 85) to 25.8% (40 of 155). On the chart there appears a notable female increasae in skilled inside crafts (AAJC 7) from 0% (0 of 418) to 8.3% (42 of 504). However, this increase was in fact largely due to the reclassification of a large number of positions from AAJC's 4 and 11 to AAJC 7 in 1973, pursuant to a reevaluation of positions for affirmative action program purposes. Thus, at the end of 1973, although females received only six opportunities in AAJC 7 in that year, their representation in that AAJC had grown to 6.7% (36 of 534).

2/ This and the subsequent references to profile changes pertain to the period from December 31, 1972 until June 30, 1978, as illustrated on the attached chart.

3/ Because of the reclassification of 162 persons in AAJC 9 to AAJC 6 in 1977, both the overall decline in the classification and the increase in the female representation are less significant than they appear.

Already at 12.9% (119 of 925) and 9.7% (36 of 373) in AAJC's 11 and 12, men showed only small increases in these AAJC's -- respectively, to 13.1% (122 of 934) 4/ and 11.0% (38 of 347). But they made substantial gains in the entry clerical and operator classifications (AAJC's 13 and 14) -- respectively, from 5.0% (8 of 159) to 18.9% (28 of 148), and from 1.2% (10 of 861) to 13.4% (75 of 558).

Black men made small gains in the management classifications (AAJC's 1-3) -- increasing from 1.2% (12 of 1021) to 1.8% (19 of 1052) for the three AAJC's combined. They increased from 3.6% (19 of 521) to 5.5% (17 of 310) in AAJC 9, 5/ and had a small increase in AAJC 6 -- from 1.8% (7 of 288) to 2.9% (16 of 559). Already at ultimate goal in AAJC 10 in 1972, they still registered a sizeable increase -- from 8.2% (7 of 85) to 13.5% (21 of 155). However, black males declined in AAJC 7 -- from 2.2% (9 of 418) to 1.8% (9 of 504), although this appears to be essentially a result of the previously mentioned reclassification of positions from AAJC's 4 and 11 to AAJC 7; which left the black male representation in AAJC 7 at 1.5% (8 of 534) at the end of 1973.

There is still only one black female in AAJC 2 (of 359) and none in AAJC 1 (of 122). Black females did grow from 0.5% (3 of 646) to 1.9% (11 of 571) in AAJC 3. They experienced notable growth in AAJC's 11 and 12 -- respectively, from 6.1% (56 of 925) to 13.3% (124 of 934), and from 11.0% (41 of 373) to 22.5% (78 of 347) -- and a slight increase in AAJC 13 -- from 20.1% (32 of 159) to 21.6% (32 of 148). Black females showed a small decline in AAJC 14 -- from 24.4% (210 of 861) to 20.7% (115 of 558).

CONCLUSION

We believe that Cincinnati Bell has substantially complied with its obligations under the Consent Decree.

4/ Actually, because of the reclassification of positions from AAJC 11 to AAJC 7 referred to earlier, the male representation in AAJC 11 declined to 8.8% (71 of 811) at the end of 1973; hence, there was actually a more significant male representational increase in AAJC 11 than the above figures indicate.

5/ As noted with respect to females, this percentage increase is less significant than it would appear because of the reclassification of 162 persons in AAJC 9 to AAJC 6.

Operating Company: Cincinnati Bell, Inc.

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
AAJC 1	12/31/72	128	125	97.7	124	96.9	1	0.8	3	2.3	3	2.3	0	0
	6/30/78	122	117	95.9	115	94.3	2	1.6	5	4.1	5	4.1	0	0
AAJC 2	12/3/72	247	224	90.7	222	89.9	2	0.8	23	9.3	23	9.3	0	0
	6/30/78	359	311	86.7	306	85.2	5	1.4	48*	13.4	46	12.8	1	0.3
AAJC 3	12/31/72	646	562	87.0	553	85.6	9	1.4	84**	13.0	80	12.4	3	0.5
	6/30/78	571	448	78.5	436	76.4	12	2.1	123***	21.5	111	19.4	11	1.9
AAJC 4	12/31/72	317	120	37.9	115	36.3	5	1.6	197	62.1	187	59.0	10	3.2
	6/30/78	453	192 *'	42.4	177	39.1	14	3.1	261	57.6	234	51.7	27	6.0
AAJC 5	12/31/72	7	3	42.9	3	42.9	0	0	4	57.1	4	57.1	0	0
	6/30/78	1	1	100.0	1	100.0	0	0	0	0	0	0	0	0
AAJC 6	12/31/72	288	288	100.0	281	98.2	7	1.8	0	0	0	0	0	0
	6/30/78	559	553	98.9	537	96.1	16	2.9	6	1.1	5	0.9	1	0.2

* Includes 1 Other Minority (0.3%)
** Includes 1 Other Minority (0.2%)
*** Includes 1 Other Minority (0.2%)
*' Includes 1 Other Minority (0.2%)

Operating Company: Cincinnati Bell, Inc.

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%	#	%	#	%	#	%
AAJC 7	12/31/72	418	418	100.0	409	97.8	9	2.2	0	0	0		0	0
	6/30/78	504	462	91.7	453	89.9	9	1.8	42	8.3	38	7.5	4	0.8
AAJC 8	12/31/72	128 *	119	93.0	104	81.3	14	10.9	9	7.0	7	5.5	2	1.6
AAJC 9	12/31/72	521	519	99.6	500	96.0	19	3.6	2	0.4	2	0.4	0	0
	6/30/78	310	296	95.5	279	90.0	17	5.5	14	4.5	13	4.19	1	0.3
AAJC 10	12/31/72	85	74	87.1	67	78.8	7	8.2	11	12.9	10	11.8	1	1.2
	6/30/78	155	115 **	74.2	93	60.0	21	13.5	40	25.8	33	21.3	7	4.5
AAJC 11	12/31/72	925	119	12.9	111	12.0	8	0.1	806	87.1	750	81.1	56	6.1
	6/30/78	934	122	13.1	101	10.8	21	2.2	812	86.9	688	73.7	124	13.3
AAJC 12	12/31/72	373	36	9.7	36	9.7	0	0	337	90.3	296	79.4	41	11.0
	6/30/78	347	38	11.0	30	8.7	8	2.3	309 ***	89.0	230	66.3	78	22.5

* Includes 1 Other Minority (0.8%)
** Includes 1 Other Minority (0.6%)
*** Includes 1 Other Minority (0.3%)

Operating Company: Cincinnati Bell Inc.

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
AAJC 13	12/31/72	159	8	5.0	6	3.8	2	1.3	151	95.0	119	74.8	32	20.1
	6/30/78	148	28	18.9	25	16.9	3	2.0	120	81.1	88	59.5	32	21.6
AAJC 14	12/31/72	861	10	1.2	9	1.0	1	0.1	851*	98.8	639	74.2	210	24.4
	6/30/78	558	75	13.4	57	10.2	18	3.2	483	86.6	368	65.8	115	20.7
AAJC 15	12/31/72	131	88	67.2	62	47.3	26	19.8	43	32.8	36	27.5	7	5.3
	6/30/78	115	76	66.1	62	53.9	14	12.2	39	33.9	33	28.7	6	5.2
Total	12/31/72	5234	2713	51.8	2602	49.7	110	2.1	2521	48.2	2156	41.2	362	6.9
	6/30/78	5136	2834	55.2	2672	52.0	160	3.1	2302	44.8	1892	36.8	407	7.9

* Includes 2 Other Minorities (0.2%)

Compliance Report on Illinois Bell Telephone Company
Pursuant to the AT&T Consent Decree

Prepared By: Robbie Dix
Francis Ridley
Enoch Perry, III
Dora Flores

Equal Employment Opportunity Commission

and

Office of Federal Contract Compliance Programs
Department of Labor

INTRODUCTION

An on-site review of Illinois Bell was conducted in Chicago from August 21, 1978 through August 24, 1978. Illinois Bell is headquartered in Chicago, Illinois and is divided into nine (9) establishments. Illinois Bell establishments are organized on functional-geographical lines in a manner similar to that of Pacific Telephone. As of December 31, 1977, Illinois Bell employed 37,184 people. This respresents a decline of 3,902 employees.

TARGET PERFORMANCE

Generally, Illinois Bell met its intermediate targets. On a corporate basis, Illinois Bell reported two (2) net deficiencies in 1977: the company missed one white female in AAJC 2 and one (1) black female in AAJC 10. 1/

OVERALL PERFORMANCE

Female participation increased in AAJC 1 (2.43 to 4.30), AAJC 2 (12.43 to 16.84), and AAJC 3 (26.93 to 31.07). In the non-traditional female craft jobs, females increased: AAJC 6 (.04 to .55), AAJC 7 (1.4 to 7.12), AAJC 9 (.54 to 4.92) and AAJC 10 (26.09 to 42.08). Male participation increased in AAJC 12 (.75 to 7.69), AAJC 13 (5.12 to

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1/ Black female miss attributed to 85-90 rule. The white female deficiency was cleared in the first quarter of 1978.

16.50), and AAJC 14 (2.07 to 7.37) and decreased in AAJC11 (30.19 to 24.57). Black and Hispanic male participation increased (3.85 to 4.59) and (.5 to .96) respectively. Black female and Hispanic female participation increased from (9.6 to 11.36) and (.8 to 1.65) respectively. Black females represent 5.35 in AAJC 3 and .12 in AAJC 1. While Black males represent 4.12% in AAJC 3 and 1.86% in AAJC1. The black male representation in the traditionally semi-skilled jobs (9 & 10) is decreasing. The decline may be explained or offset by the slight gains in the skilled craft jobs.

The protected class gains in the managerial profile were attained in the face of a reported 3% decline in the Illinois Bell managerial job classes. The redistributions and profile increases occurred in the face of an overall 9.5% decrease in the workforce.

CONCLUSION

Illinois Bell substantially met its targets and therefore should be found in compliance with the Decree.

Illinois Data

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
1. 72 #	906	884	873	9	0	1	1	22	21	1	0	0	0
%		97.57	96.36	.99	0	.11	.11	2.43	2.32	.11	0	0	0
77 #	861	824	805	16	2	0	1	37	36	1	0	0	0
%		95.7	93.50	1.86	.23	0	.11	4.30	4.18	.12	0	0	0
2. 72 #	2115	1852	1825	25	1	0	1	263	250	12	1	0	0
%		87.57	86.29	1.18	.05	0	.05	12.43	11.82	.57	.04	0	0
77 #	2256	1876	1817	49	6	2	2	380	334	41	5	0	0
%		83.16	80.54	2.17	.27	.09	.09	16.84	14.80	1.82	.22	0	0
3. 72 #	5303	3875	3744	119	7	1	4	1428	1268	145	12	1	2
%		73.07	70.60	2.24	.13	.02	.08	26.93	23.91	2.73	.23	.02	.04
77 #	5462	3765	3498	225	37	1	4	1697	1361	292	36	3	5
		69.93	64.04	4.12	.68	.02	.07	31.07	24.92	5.35	.66	.05	.09

Illinois Bell

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
4.	72#	2388	119	100	15	3	0	1	2269	1998	247	17	1	6
	%		4.98	4.19	.63	.13	0	.03	95.02	83.67	10.34	.71	.04	.26
	77#	2056	219	192	20	3	0	4	1837	1496	298	35	2	6
	%		10.65	9.34	.97	.15	0	.19	89.35	72.76	14.49	1.70	.10	.30
5.	72#	394	307	278	27	2	0	0	87	79	8	0	0	0
	%		77.92	70.56	6.85	.51	0	0	22.08	20.05	2.03	0	0	0
	77#	397	222	169	37	16	0	0	175	129	40	6	0	0
	%		55.92	42.57	9.32	4.03	0	0	44.08	32.49	10.08	1.51	0	0
6.	72#	5232	5230	4893	303	32	0	2	2	2	0	0	0	0
	%		99.96	93.52	5.79	.61	0	.04	.04	.04	0	0	0	0
	77#	4759	4733	4395	289	44	1	4	26	21	4	1	0	0
	%		99.45	92.35	6.07	.92	.02	.09	.55	.44	.08	.03	0	0

Illinois Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
7. 72#	2703	2664	2535	108	18	1	2	39	28	11	0	0	0
%		98.56	93.78	4.0	.67	.04	.07	1.44	1.04	.4	0	0	0
77#	3539	3287	3058	186	36	2	5	252	201	48	3	0	0
%		92.88	86.41	5.26	1.02	.06	.13	7.12	5.68	1.36	.08	0	0
8 72#	1293	1200	955	214	29	0	2	93	77	7	9	0	0
%		92.81	73.86	16.55	2.24	0	.16	7.19	5.96	.54	.69	0	0
77#													
%													
9. 72#	2046	2035	1705	262	64	1	3	11	10	1	0	0	0
%		99.46	83.33	12.81	3.13	.05	.14	.54	.49	.05	0	0	0
77#	1666	1584	1361	173	49	0	1	82	72	9	1	0	0
%		95.8	81.69	10.38	2.94	0	.07	4.92	4.32	.54	.06	0	0

Illinois Sen

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
10. 72#	575	425	252	147	25	0	1	150	109	36	4	1	0
%		73.91	43.83	25.57	4.35		.16	26.09	18.96	6.26	.70	.17	0
77#	713	413	236	143	29	0	5	300	199	88	11	1	1
%		57.92	33.10	20.06	4.07	0	.69	42.08	27.91	12.34	1.54	.14	.15
11. 72#	3372	1018	961	41	16	0	0	2354	1853	468	29	2	2
%		30.19	28.50	1.22	.47	0	0	69.81	54.85	13.88	.86	.06	.06
77#	2951	725	629	68	23	0	5	2226	1507	609	92	1	17
		24.57	21.31	2.30	0.78	0	0.18	75.43	51.07	20.64	3.12	.03	.57
12. 72#	5233	39	24	13	2	0	0	5194	4087	1014	78	2	13
%		.75	.46	.25	.04	0	0	99.25	78.10	19.38	1.49	.04	.24
77#	4993	384	246	95	28	1	14	4609	3170	1208	169	5	57
%		7.69	4.93	1.90	.56	.02	.28	92.31	63.49	24.19	3.38	0.10	1.15

Illinois Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
13. 72 #	1777	91	60	20	10	0	1	1686	1279	320	82	0	5
%		5.12	3.38	1.13	.56	0	.05	94.88	71.98	18.01	4.61	0	.28
77 #	1327	219	139	55	21	0	4	1108	750	284	60	0	14
%		16.50	10.47	4.14	1.58	0	.31	83.50	56.52	21.40	4.52	0	1.06
14. 72 #	6813	141	102	29	9	0	1	6672	5719	1427	116	2	8
%		2.07	1.50	.43	.13	0	.01	97.93	75.14	20.95	1.70	.03	.11
77 #	5116	377	248	100	27	0	2	4739	3461	1090	176	1	11
%		7.37	4.85	1.95	0.53	0	.04	92.63	67.65	21.31	3.44	.02	.21
15. 72 #	936	419	149	253	17	0	0	517	247	266	3	0	1
%		44.76	15.92	27.03	1.81	0	0	55.24	26.39	28.42	.32	0	.11
77 #	1088	594	300	252	38	0	4	494	258	213	22	0	1
%		54.60	27.57	23.16	3.49	0	0.38	45.40	23.71	19.58	2.02		.09

Illinois Pen

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
Totals 72 #	41086	20299	18456	1585	235	4	19	20787	16427	3963	357	9	37
%		[illegible]	44.92	3.86	.57	.01	.05	[illegible]	39.98	9.65	.85	.02	.09
77 #	37184	19222	17093	1708	359	7	55	17962	12995	4225	617	13	112
%		51.69	45.96	4.59	.96	.01	.14	48.30	34.9	11.36	1.65	.03	.3

Compliance Report on Indiana Bell Telephone and Telegraph Company Pursuant to AT&T Consent Decree

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Enoch Perry, III, Attorney;
Dora E. Flores, Attorney

Equal Employment Opportunity Commission

and

Office of Federal Contract Compliance, Department of Labor

INTRODUCTION

Indiana Bell was visited at Indianapolis, Indiana on September 18, 19, 20 and 21, 1978. For consent decree purposes, Indiana Bell is divided into three establishments The Company employed 11,064 people at the end of December 1977. Minority goals were established only for Blacks, other minoirties fell under the 2% rule. Indiana Bell's workforce increased by 632 employees between 1972 and 1977.

TARGET PERFORMANCE

Indiana Bell substantially met the targets established pursuant to the consent decree.

OVERALL PERFORMANCE

During the term of the decree Indiana Bell reported an overall increase of 6% in the number of employees.

Female participation increased in AAJC 1 (2.27 to 4.90), AAJC 2 (8.73 to 13.96), and AAJC 3 (11.91 to 26.43). During the term of the decree these classifications grew in the number of employees. Female participation increased in AAJC 6 (0. - .42), AAJC 7 (.9 to 4.39), AAJC 9 (.16 to 2.78) and AAJC 10 (16.81 to 35.65).

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*/ When the employees Indiana Bell received from Illinois Bell (NW area) are added, Indiana Bell's workforce has in fact declined. Indiana Bell received 1125 employees from Illinois Bell in 1976.

Male participation increased in AAJC 11 (5.53 to 8.70), AAJC 12 (2.05 to 8.32), AAJC 13 (5.73 to 12.40) and AAJC 14 (.82 to 5.44).

Overall black participation at Indiana Bell increased from 7.8 to 9.5, the most significant increase was black females (1.6). Black males increased in AAJC 1 (0 to .81), AAJC 2 (.36 to 1.53) and AAJC 3 (2.83 to 2.92). Black males increased in AAJC 6 (1.91 to 3.01), AAJC 7 (3.59 to 4.00), and AAJC 10 (27.44 to 28.70) and decreased in AAJC 9 (8.39 to 6.22).

CONCLUSION

Indiana Bell met its targets and is therefore in compliance with the consent decree.

Indiana Pen

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
1. 72#	220	215	215	0	0	0	0	5	5	0	0	0	0
%	2.1	97.7	97.7	0	0	0	0	2.27	2.27	0	0	0	0
77#	245	233	231	2	0	0	0	12	11	1	0	0	0
%	2.2	95.10	94.29	.81	0	0	0	4.90	4.49	.41	0	0	0
2. 72#	561	512	509	2	0	0	1	49	49	0	0	0	0
%		91.27	90.73	.36	0	0	.18	8.73	8.73	0	0	0	0
77#	652	561	549	10	1	0	1	91	86	4	1	0	0
%	5.9	86.04	84.20	1.53	0.15	0	0.16	13.96	13.19	0.61	0.16	0	0
3. 72#	1201	1058	1023	34	1	0	0	143	137	6	0	0	0
%	11.5	88.09	85.18	2.83	.08	0	0	11.91	11.41	.50	0	0	0
77#	1506	1108	1061	44	2	0	1	398	365	32	1	0	0
%	13.6	73.57	70.45	2.92	0.13	0	0.07	26.43	24.24	2.12	0.07	0	0

Indiana/Bi...

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	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind Al.Nat	Asian Pac.Is.		White	Black	Hispan.	Am.Ind Al.Nat.	Asian Pac.Is.
4. 72#	725	30	26	4	0	0	0	695	655	39	0	0	1
%	[illegible]	4.14	3.59	.55	0	0	0	95.86	90.34	5.38	0	0	.14
77#	662	60	46	14	0	0	0	602	538	61	3	0	0
%	6.0	9.06	6.96	[illegible]	0	0	0	90.94	81.27	9.21	0.46	0	0
5. 72#	65	45	4[illegible]	4	0	0	0	20	17	3	0	0	0
%	0.6	69.2	63.08	6.15	0	0	0	30.77	26.15	4.62	0	0	0
77#	85	51	48	3	0	0	0	34	33	1	0	0	0
%	0.8	60.00	56.47	3.53	0	0	0	40.00	38.82	1.18	0	0	0
6. 72#	1255	1255	123[illegible]	24	0	0	0	0	0	0	0	0	0
%	12.0	100	98.09	1.91	0	0	0	0	0	0	0	0	0
77#	1427	1421	1373	43	5	0	0	6	6	0	0	0	0
%	12.9	99.58	96.22	3.01	0.35	0	0	0.42	0.42	0	0	0	0

Indiana Bell

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	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind Al Nat	Asian Pac Is		White	Black	Hispan	Am.Ind Al Nat	Asian Pac Is
4. 72#	725	20	26	4	0	0	0	695	655	39	0	0	1
%	6.9	4.14	3.59	.55	0	0	0	95.86	90.34	5.38	0	0	.14
77#	662	60	46	14	0	0	0	602	538	61	0	0	0
%	6.0	9.06	6.96	2.11	0	0	0	90.94	81.27	9.21	0.46	0	0
5. 72#	65	45	4	4	0	0	0	20	17	3	0	0	0
%	0.6	69.2	63.08	6.15	0	0	0	30.77	26.15	4.62	0	0	0
77#	85	51	48	3	0	0	0	34	33	1	0	0	0
%	0.8	60.00	56.47	3.53	0	0	0	40.00	38.82	1.18	0	0	0
6. 72#	1255	1255	1231	24	0	0	0	0	0	0	0	0	0
%	12.0	100	98.09	1.91	0	0	0	0	0	0	0	0	0
77#	1427	1421	1373	43	5	0	0	6	6	0	0	0	0
%	12.9	99.58	96.22	3.01	0.35	0	0	0.42	0.42	0	0	0	0

Indiana Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
7. 72#	834	826	793	30	2	0	1	8	8	0	0	0	0
%	8.0	99.	95.	3.59	.239	0	.119	.9	.9	0	0	0	0
77#	1024	979	933	41	4	0	1	45	43	2	0	0	0
%	9.3	95.61	91.11	4.00	0.39	0	0.11	4.39	4.20	0.19	0	0	0
8. 72#	171	169	113	56	0	0	0	2	1	1	0	0	0
%	1.6	98.83	66.08	32.75	0	0	0	1.17	.58	.59	0	0	0
77#													
%													
9. 72#	644	643	588	54	0	1	0	1	1	0	0	0	0
%	6.2	99.84	91.30	8.39	0	.15	0	.16	.16	0	0	0	0
77#	611	594	548	38	7	1	0	17	12	4	1	0	0
%	5.5	97.22	89.69	6.22	1.15	0.16	0	2.78	1.96	0.65	0.17	0	0

Indiana Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.
72 #	113	44	63	31	0	0	0	69	69	0	0	0	0
%	1.1	83.19	55.75	27.44	0	0	0	16.81	16.81	0	0	0	0
77 #	216	139	76	62	1	0	0	77	61	14	2	0	0
%	1.9	64.35	35.19	28.70	0.46	0	0	35.65	28.24	6.48	0.92	0	0
72 #	1591	88	85	3	0	0	0	1503	1372	106	2	0	3
%	15.2	5.53	5.34	.19	0	0	0	94.47	87.49	6.66	.13	0	.19
77 #	1345	117	104	12	1	0	0	1228	1062	152	14	0	0
%	12.2	8.70	7.73	0.89	0.08	0	0	91.30	78.96	11.30	1.04	0	0
72 #	633	13	13	0	0	0	0	620	550	69	1	0	0
%	6.1	2.05	2.05	0	0	0	0	97.95	86.89	10.9	.16	0	0
77 #	997	83	70	13	0	0	0	914	767	140	5	0	2
%	9.0	8.32	7.02	1.30	0	0	0	91.68	76.93	14.04	.50	0	0.21

Indiana Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
13. 72#	227	13	8	5	0	0	0	214	153	61	0	0	0
%	2.2	5.73	3.52	2.21	0	0	0	94.27	67.4	26.87	0	0	0
77#	379	47	40	7	0	0	0	332	259	70	3	0	0
%	3.4	12.40	10.55	1.85	0	0	0	87.60	68.34	18.47	0.79	0	0
14. 72#	2081	17	9	8	0	0	0	2064	1836	224	1	1	2
%	19.9	.82	.43	.39	0	0	0	99.18	88.23	10.76	.05	.05	.09
77#	1801	98	91	6	1	0	0	1703	1462	222	16	1	2
%	16.3	5.44	5.05	0.33	0.06	0	0	94.56	81.18	12.33	0.89	0.06	0.10
15. 72#	111	56	27	29	0	0	0	55	27	28	0	0	0
%	1.1	50.45	24.32	26.12	0	0	0	49.55	24.32	25.32	0	0	0
77#	114	46	25	18	3	0	0	68	35	33	0	0	0
%	1.0	40.35	21.93	15.79	2.63	0	0	59.65	30.70	28.95	0	0	0

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		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac Is		White	Black	Hispan	Am. Ind Al Nat.	Asian Pac Is
Toledo	1972	19,432	5034	4744	284	3	1	2	5398	4850	537	4	1	6
	%		48.3	45.5	2.7	0.02	0.0	0.01	51.7	46.5	5.1	0.03	0.0	0.05
Toledo	1977	11,064	5537	5195	313	25	1	3	5527	4740	736	46	1	4
	%		50.0	47.0	2.8	0.2	0.0	0.0	49.9	42.8	6.7	0.4	0.0	0.03

Compliance Report on Mountain Bell Telephone Company
Pursuant to AT&T Consent Decree

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Thomas L. Douglass, Equal Opportunity Specialist

Equal Employment Opportunity Commission

INTRODUCTION

The compliance review of Mountain Bell Telephone Company was conducted at its corporate headquarters in Denver, Colorado on August 14-16, 1978 and at the headquarters of its New Mexico Establishment in Albuquerque, New Mexico on August 17-18, 1978. Mountain Bell has fifteen establishments and serves an area including Colorado, Arizona, New Mexico, Utah, Wyoming, Montana Idaho, and part of West Texas. 1/ The only minority group which comprises more than 2% of the total labor market for the area from which Mountain Bell draws its employees is Hispanics, at 13.77%. During the period of the Consent Decree for which information was available, Mountain Bell's total workforce grew by 17.2%, increasing from 35,840 in January 1, 1973 to 41.988 on April 30, 1978.

1/ There were originally 27 establishments. In 1974 and 1975, with government consent, multiple establishments in New Mexico, Utah, Idaho, Wyoming and Montana were merged into single statewide establishments. The current fifteen establishments, with the representation in their labor markets of minority groups above 2% are:

(Cont'd)

TARGET PERFORMANCE

Mountain Bell had two deficiencies in 1976 (an Asian female in AAJC 11 in the Denver Establishment and an Hispanic female in AAJC 15 in the Tucson Establishment); both occurred because the establishments fell below ultimate goal for the particular group in December, 1976, and did not discover the fact until January, 1977. The company met all intermediate targets at all establishments in 1977 and, at the time of the review, was meeting its intermediate targets for all establishments in 1978. 2/

Mountain Bell establishes one set of company-wide targets for AAJC 1. This was also the practice for AAJC 2 through 1976; but, since 1977, targets for AAJC 2 have been established for each of eight statewide areas. 3/ Targets for AAJC's 3-15 are established for each of the fifteen establishments. Pooling configurations are determined individually for each establishment. We found nothing in the target-setting procedures to which we could appropriately object at this time.

1/ Continued

Corporate (Denver), 9.6% Hispanic, 4.4% Black; Phoenix, 12.0% Hispanic, 2.7% Black; Tucson, 23.1% Hispanic, 5.3% American Indian, 2.2% Black; Boulder, 5.1% Hispanic; Colorado Springs, 8.03% Hispanic, 2.6% Black; Denver, 9.6% Hispanic, 4.4% Black; Grand Junction, 7.8% Hispanic; Greeley, 8.2% Hispanic; Pueblo, 24.2% Hispanic; Idaho, 2.1% Hispanic; Montana, 2.1% American Indian; New Mexico, 35.6% Hispanic, 4.8% American Indian; Utah. 3.7% Hispanic; Wyoming, 4.5% Hispanic; and El Paso (Texas), 55.6% Hispanic (1978 Utilization Analysis Figures).

2/ All of Mountain Bell's 313 Supplemental Order deficiencies were cleared by the end of 1977.

3/ Minority groups comprising more than 2% of the relevant labor markets for the Colorado (seven establishment) Area are Hispanics, at 9.7%, and Blacks, at 3.6%; for the Arizona (two establishment) Area the groups are Hispanics, at 16.5%, and Blacks, at 2.6%.

OVERALL PROGRESS

Mountain Bell experienced substantial growth in the first two years of the Consent Decree. That growth fell off in 1975 and 1976, but has recently resumed. Overall, there has been very substantial growth from 1973 through April of 1978, particularly if one focuses on AAJC's containing the more desirable positions. For example, management (AAJC's 1-3) grew by 38% (from 7284 to 10,084); the skilled crafts (AAJC's 6 & 7) grew by 17% (from 6300 to 7395); and skilled clerical (AAJC 11) grew by 67% (from 4789 to 8020). Thus, there were substantial opportunities for improving the representation of underutilized groups in desirable categories, although these prospects were somewhat diminished by the fact that Mountain Bell took on many former Bell System employees who had been laid off from other Bell System operating companies. 4/

Women made substantial gains in AAJC's 1 and 2, increasing from 0.6% (4 of 654) to 7.1% (55 of 774), and from 8.2% (149 of 1828) to 22.3% (539 of 2413), respectively. They also had a significant representational increase in AAJC 3 -- from 31.0% (1487 of 4802) to 36.2% (2498 of 6897). Women increased from 0.4% (12 of 2871) to 5.9% (160 of 2726) in semi-skilled outside crafts (AAJC 9), a notable increase in light of the overall decline in the category, although rather less than would have been the case absent a high female loss rate. 5/ Women also increased from 0.9% (3 of 3234) to 4.9% (185 of 3782) in skilled outside crafts (AAJC 6), a more significant increase than most companies, due in part to the fact that most establishments included AAJC 10 in the pool and many included one or more of the overwhelmingly female AAJC's 11-14. Consequently, AAJC 6 at Mountain Bell had much higher female targets than was the case at other companies which included only AAJC 9 in the pool. Women increased substantially -- from 21.0% (123 of 586) to 38.7% (298 of 770) -- in semi-skilled inside crafts (AAJC 10), and very significantly in skilled inside crafts (AAJC 7) -- from 3.9% (121 of 3069) to 19.6% (746 of 3798). The size of the increase in AAJC 7 was due both to the substantial growth in the category and the fact that the pool for AAJC 7 at most establishments generally included one or more of AAJC's 11-14.

4/ The employment of a person laid off from the same job by another Bell System operating company was not counted as an opportunity.

5/ As was the case with other Bell System operating companies, Mountain Bell appeared to be making every effort to correct the high loss problem.

Men made significant gains in all the clerical classifications (AAJC's 11-13), increasing from 4.4% (420 of 9599) to 14.2% (1785 of 12,590) for the three classifications combined. Their representation also grew substantially in the operator classification (AAJC 14), increasing from 2.1% (153 of 7410) to 10.2% (651 of 6391).

Hispanic men showed a small increase in AAJC 1 -- from 0.5% (3 of 654) to 1.4% (11 of 774) -- and more notable increases in AAJC's 2 and 3 -- respectively, from 0.5% (9 of 1828) to 2.4% (59 of 2413), and from 1.4% (66 of 4802) to 3.2% (224 of 6897). In semi-skilled outside crafts (AAJC 9), Hispanic men had only a very modest increase -- from 13.4% (385 of 2871) to 14.2% (387 of 2726). This was due to the low minority male targets for AAJC 9 (because of the inclusion of the overwhelmingly female AAJC's 11-14 in the pools at many establishments), as well as the fact that Hispanic men are at ultimate goal in ten establishments. 6/ In skilled outside crafts (AAJC 6), Hispanic men had a more substantial increase -- from 3.8% (123 of 3234) to 6.6% (251 of 3782). This increase would have been more significant except for the inclusion of certain of the AAJC's 11-14 in many establishments, which, as noted, raised the female targets, but lowered the minority male targets. Hispanic men experienced a sharp decline in semi-skilled inside crafts (AAJC 10) -- from 17.4% (102 of 586) to 10.0% (77 of 770) -- as the very high female targets in this category caused all male groups to decline. 7/ However, Hispanic men did have a small increase in skilled inside crafts (AAJC 7) -- from 3.1% (94 of 3069) to 4.6% (173 of 3789) -- an increase which would have been much larger but for the inclusion of AAJC's 11-14 in the pool at various establishments, which, as with AAJC 9, lowered the minority male targets as it raised the female targets.

There are still only two (0.3%) Hispanic women among the 774 individuals in AAJC 1. However, they did increase from 0.1% (2 of 1828) to 1.5% (36 of 2413) in AAJC 2 and from 1.3% (61 of 4802) to 3.2% (222 of 6897) in AAJC 3. They had a marked increase in skilled clerical (AAJC 11) -- from 6.8% (327 of 4789) to 10.7% (859 of 8020) -- and a somewhat smaller increase in semi-skilled

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6/ The modest increases and in some cases declines in the representation of minority male groups in the semi-skilled crafts (AAJC's 9 and 10) must be appraised in light of the extent of the group's progress in the corresponding skilled crafts (AAJC's 6 and 7). Movement of substantial numbers of individuals into a skilled craft will necessarily impact on the group's representation in the semi-skilled craft from which most of those individuals are drawn.

7/ Hispanic men were at ultimate goal at the end of 1977 at ten of the fourteen establishments where AAJC 10 exists.

clerical (AAJC 12) -- from 13.1% (358 of 2742) to 16.3% (498 of 3058). At the end of 1977 Hispanic women were at ultimate goal in AAJC 11 at twelve establishments and in AAJC 12 at fourteen establishments. In the entry clerical (AAJC 13) and operator (AAJC 14) classifications, Hispanic women declined -- respectively, from 15.0% (311 of 2068) to 11.1% (168 of 1512), and from 13.4% (992 of 7410) to 12.6% (808 of 6391). Despite these declines, at the end of 1977 Hispanic women were at ultimate goal in AAJC 13 at thirteen establishments and in AAJC 14 at nine establishments.

Black men increased from 0.5% (37 of 7284) to 0.8% (85 of 10084) in the management classifications (AAJC's 1-3), progress which must be viewed in the context of Mountain Bell's average of 0.93% black male ultimate goal in management. Black males declined in AAJC 9 -- from 2.3% (67 of 2871) to 1.7% (47 of 2726) -- at least partly due to the inclusion of AAJC's 11-14 in the pools for AAJC 9 at various establishments; 8/ and they experienced a small increase in AAJC 6 -- from 0.9% (29 of 3234) to 1.0% (37 of 3782). Like Hispanic men, black men had a significant decline in AAJC 10 -- from 6.3% (37 of 586) to 2.6% (20 of 770) -- while increasing slightly in AAJC 7 -- from 0.6% (17 of 3069) to 0.9% (33 of 3789).

There is still only one black woman (0.1%) of the 774 persons in AAJC 1. However, black women did increase from 0% (0 of 1828) to 0.5% (12 of 2413) in AAJC 2 and from 0.7% (36 of 4802) to 1.0% (72 of 6897) in AAJC 3. Black women showed small increases in AAJC's 11 and 12 -- respectively, from 2.5% (119 of 4789) to 3.6% (286 of 8020), and from 4.1% (112 of 2742) to 4.2% (129 of 3058) -- and are at ultimate goal in each of these AAJC's at six establishments. Black women sustained a marked decline in AAJC 13 -- from 5.2% (107 of 2068) to 3.4% (51 of 1512) -- in which they are at ultimate goal in six establishments; and they declined slightly in AAJC 14 -- from 4.2% (308 of 7410) to 4.1% (264 of 6391) -- in which they are at ultimate goal at five establishments.

CONCLUSION

We beleive that Mountain Bell Telephone Company has substantially complied with its obligations under the Consent Decree.

8/ Black men are at ultimate goal in AAJC 9 in the metropolitan centers of Denver, Phoenix and Tucson.

Operating Company: Mountain Bell Telephone Company

		TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC 1	12/31/72	654	650	99.4	645	98.6	1	0.2	3	0.5	4	0.6	4	0.6	0	0	0	0
	4/30/78	774	719	92.9	698	90.2	5	0.6	11	1.4	55	7.1	52	6.7	1	0.1	2	0.3
AAJC 2	12/31/72	1828	1679	91.8	1652	90.4	6	0.33	9	0.5	149	8.2	145	7.9	0	0	2	0.1
	4/30/78	2413	1874	77.7	1783	73.9	12	0.5	59	2.4	539	22.3	488	20.2	12	0.5	36	1.5
AAJC 3	12/31/72	4802	3315	69.0	3216	67.0	20	0.42	66	1.4	1487	31.0	1382	28.8	36	0.7	61	1.3
	4/30/78	6897	4399	63.8	4073	59.1	53	0.8	224	3.2	2498	36.2	2165	31.4	72	1.04	222	3.2
AAJC 4	12/31/72	471	17	3.6	12	2.5	5	1.1	0	0	454	96.4	445	94.5	2	0.4	5	1.1
	4/30/78	480	81	16.9	69	14.4	6	1.3	5	1.0	399	83.1	349	72.7	13	2.7	26	5.4
AAJC 5	12/31/72	278	211	75.9	189	68.0	3	1.1	19	6.8	67	24.1	60	21.6			4	1.4
	4/30/78	390	177	45.4	154	39.5	5	1.3	16	4.1	213	54.6	190	48.7	11	2.8	12	3.1
AAJC 6	12/31/72	3234	3231	99.9	3054	94.4	29	0.9	123	3.8	3	0.1	3	0.1	0	0	0	0
	4/30/78	3782	3597	95.1	3265	86.3	37	1.0	251	6.6	185	4.9	171	4.5	0	0	11	0.3

(Figures for American Indians and Alaskan Natives ("AI/AN") and

Operating Company: Mountain Bell Telephone Company

	TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
MAJC 7 12/31/72	3069	2948	96.1	2818	91.8	17	0.6	94	3.1	121	3.9	113	3.7	0	0	8	0.3
4/30/78	3798	3052	80.4	2809	74.0	33	0.9	173	4.6	746	19.6	661	17.4	11	0.3	68	1.8
MAJC 8 12/31/72	183	168	91.8	140	76.5	7	3.8	19	10.4	15	8.2	14	7.7	0	0	1	0.5
MAJC 9 12/31/72	2871	2859	99.6	2377	82.8	67	2.3	385	13.4	12	0.4	11	0.4	0	0	1	0.0
4/30/78	2726	2566	94.1	2095	76.9	47	1.7	387	14.2	160	5.9	146	5.4	4	0.1	10	0.4
MAJC 10 12/31/72	586	463	79.0	309	52.7	37	6.3	102	17.4	123	21.0	113	19.3	3	0.5	7	1.2
4/30/78	770	472	61.3	367	47.7	20	2.6	77	10.0	298	38.7	251	32.6	11	1.4	31	4.0
MAJC 11 12/31/72	4789	321	6.7	283	5.9	11	0.2	26	0.5	4468	93.3	3997	83.5	119	2.5	327	6.8
4/30/78	8020	1230	15.3	975	12.2	45	0.6	191	2.4	6790	84.7	5525	68.9	286	3.6	859	10.7
MAJC 12 12/31/72	2742	64	2.3	43	1.6	7	0.3	13	0.5	2678	97.7	2167	79.0	112	4.1	358	13.1
4/30/78	3058	370	12.1	287	9.4	16	0.5	63	2.1	2688	87.9	2013	65.8	129	4.2	498	16.3

Operating Company: Mountain Bell Telephone Company

		TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC 13	12/31/72	2068	35	1.7	18	0.9	2	0.1	14	0.7	2033	98.3	1567	75.8	107	5.2	311	15.0
	4/30/78	1512	185	12.2	139	9.2	8	0.5	36	2.4	1327	87.8	1079	71.4	51	3.4	168	11.1
AAJC 14	12/31/72	7410	153	2.1	121	1.6	16	0.2	15	0.2	7257	97.9	5905	79.7	308	4.2	992	13.4
		6391	651	10.2	494	7.7	26	0.4	122	1.9	5740	89.8	4579	71.6	264	4.1	808	12.6
AAJC 15	12/31/72	855	683	79.9	426	49.8	87	10.2	158	18.5	172	20.1	106	12.4	36	4.2	28	3.3
	4/30/78	977	541	55.4	360	36.8	56	5.7	112	11.5	436	44.6	301	30.8	41	4.2	86	8.8
Totals	12/31/72	35840	16797	46.9	15303	42.7	315	0.9	1046	2.9	19043	53.1	16032	44.7	723	2.0	2105	5.9
	4/30/78	41988	19914	47.4	17568	41.8	369	0.9	1727	4.1	22074	52.6	17970	42.8	906	2.2	2837	6.8

Operating Company: Mountain Bell Telephone Company

	MEN					WOMEN				
	AI/AN		A/PI			AI/AN		A/PI		
	#	%	#	%		#	%	#	%	
AAJC 1 12/31/72	1	0.2								
4/30/78	3	0.4	2	0.3						
AAJC 2 12/31/72	11	0.6	1	0.1		2	0.1			
4/30/78	17	0.7	3	0.1		3	0.1			
AAJC 3 12/31/72	11	0.2	2	0.04		6	0.1	2	0.04	
4/30/78	36	0.5	13	0.2		21	0.3	18	0.3	
AAJC 4 12/31/72								2	0.4	
4/30/78	1	0.2				3	0.6	8	1.7	
AAJC 5 12/31/72								3	1.1	
4/30/78	1	0.3	1	0.3						
AAJC 6 12/31/72	19	0.6	6	0.2						
4/30/78	36	1.0	8	0.2		3	0.1			

Operating Company: Mountain Bell Telephone Company

	MEN					WOMEN				
	AI/AN		A/PI			AI/AN		A/PI		
	#	%	#	%		#	%	#	%	
AAJC 7 12/31/72	11	0.4	8	0.3						
4/30/78	24	0.6	13	0.3		5	0.1	1	0.03	
AAJC 8 12/31/72	2	1.1								
AAJC 9 12/31/72	17	0.6	13	0.5						
4/30/78	27	1.0	10	0.4						
AAJC 10 12/31/72	8	1.4	7	1.2						
4/30/78	5	0.6	3	0.4		4	0.5	1	0.1	
AAJC 11 12/31/72	1	0.02				16	0.3	9	0.2	
4/30/78	6	0.1	13	0.2		59	0.7	61	0.8	
AAJC 12 12/31/72	1	0.04				15	0.5	26	0.9	
4/30/78	3	0.1	1	0.03		26	0.9	22	0.7	

Operating Company: Mountain Bell Telephone Company

		MEN					WOMEN					
		AI/AN		A/PI			AI/AN		A/PI			
		#	%	#	%		#	%	#	%		
AAJC 13	12/31/72			1	0.04		31	1.5	17	0.8		
	4/30/78			2	0.1		18	1.2	11	0.7		
AAJC 14	12/31/72			1	0.01		38	0.5	14	0.2		
	4/30/78	5	0.1	4	0.1		64	1.0	25	0.4		
AAJC 15	12/31/72	5	0.6	7	0.8		2	0.2				
	4/30/78	8	0.8	5	0.5		5	0.5	3	0.3		
Total	12/31/72	87	0.2	46	0.1		110	0.3	73	0.2		
	4/30/78	172	0.4	78	0.2		211	0.5	150	0.4		

Compliance Report on Pacific Telephone and Telegraph Pursuant to the AT&T Consent Decree

Prepared By: Robbie Dix
Francis Ridley
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Equal Employment Opportunity Commission

and

Office of Federal Contract Compliance Programs
Department of Labor

INTRODUCTION

The review of Pacific Telephone and Telegraph was conducted in San Francisco and Los Angeles California the week of July 24, 1978. The entire group of personnel assigned to review the Bell System operation attended the review with one or two exceptions.

Pacific Telephone and Telegraph is divided into twenty-three* (23) establishments for affirmative action purposes. As of December 31, 1977, Pacific Telephone reported 92,930 employees. Between December 31, 1972 and December 31, 1977, Pacific reported a decline of 2,093 employees.

TARGET PERFORMANCE

Pacific Telephone and Telegraph generally met its targets. PT&T reported 64 net deficiencies in 1977 (on a corporate basis). GSA's review of the establishment P & O reports submitted by the revealed 106 gross deficiencies for the same period. The deficiencies were predominately Hispanic Male and Hispanic female and Asian/ Pacific Islander females. All but 34 of the 1977 gross deficiencies were attributable to the 85-90% rule.

For the quarter ending March 31, 1978, Pacific reported 35 deficiencies. They reported 6 Asian-Pacific Islander deficiencies; 5 white female deficiencies (AAJC 2-1 and AAJC 3-2

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*/ Reduced from 37 to 23 establishments in July 1978.

and 1 (-2); 4 Hispanic males (AAJC's 13, 7, and 3); 13 Hispanic females (AAJC's 3, 11, & 4); and 1 black female (AAJC1); 1 black male (AAJC3). Generally the managerial deficiencies were the result of inadequate pools coupled with unexpected demands. The company did not report missing its Asian Pacific Islander females target in AAJC 14 in Establishment 16 by 21. PT&T attributes these misses to the 85-90 rule. PT&T actually incurred 56 deficiencies during the first quarter of 1978.

The deficiencies referred to above occurred in the face of company wide allocations of 10,642 and 4865 reported opportunities during 1977 and the first quarter of 1978 respectively.

OVERALL PERFORMANCE

Pacific Telephone and Telegraph's reported workforce declined between December 31, 1972 and December 31, 1977 by approximately 2%.

During that period female participation increased in AAJC 1 (1.4 to 2.9), AAJC 2 (13.8 to 18.4), and AAJC 3 (40.5 to 42.6). Females are gaining entry into the higher managerial job levels (AAJC 1 & 2) while the AAJC's appear to be slightly decreasing. Female participation has also increased in the non-traditional craft jobs; AAJC 6 (0.1 to 4.1), AAJC 7 (3.1 to 10.4), AAJC 9 (1.1 to 7.8), AAJC 10 (27.4 to 57.1).

Minority male participation at the company has increased from 5.9 to 8.8. Blacks and Hispanics represent the two largest minority groups in the area. Black male participation increased from 1.9 to 2.3 while Hispanic male participation increased from 2.9 to 4.6. Minority female participation increased from 13.4 to 16.7. Black females increased from 6.6 to 7.1 while Hispanic females increased from 4.7 to 6.3.

Both minority males and females made progress in the management ranks. The most "substantial" gains were made by Hispanic males and females in AAJC 3; increases of 2.2 and 1.4 respectively. Black and Hispanic male participation increased in AAJC 6 (2.7 to 3.9 and 4.5 to 8.3) respectively. AAJC 7 experienced an increase of Black males from 3.9 to 4.7 and Hispanic males from 5.4 to 6.9.

Male participation increased in AAJC 11 (12.3 to 14.2), AAJC 12 (1.7 to 8.7), AAJC 13 (3.9 to 16.0) and AAJC 14 (2.7 to 10.7).

CONCLUSION

Although Pacific Telephone and Telegraph reported deficiencies at the end of 1977 and the first quarter of 1978, the company substantially met its targets and substantially complied with the consent decree.

PACIFIC

AAJC	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
1 72 #	1397	1378	1366	3	4	3	2	19	19	0	0	0	0
%	1.5	98.6	97.8	0.2	0.3	0.2	0.1	1.4	1.4	0	0	0	0
77 #	1310	1272	1244	6	13	3	6	38	33	3	1	0	1
%	1.4	97.1	95	0.5	1.0	0.2	0.5	2.9	2.5	0.2	0.1	0	0.1
2 72 #	5882	5072	4923	35	76	11	27	810	757	20	22	3	8
%	6.2	86.2	83.7	0.6	1.3	0.2	0.5	13.8	12.9	0.3	0.4	0.0	0.1
77 #	5863	4783	4512	71	134	24	39	1080	952	50	48	6	24
%	6.3	81.6	77.0	1.2	2.3	0.4	0.7	18.4	16.2	0.9	0.8	0.1	0.4
3 72 #	14185	8447	7877	177	265	38	90	5738	5072	311	221	38	96
%	14.9	59.5	55.5	1.2	1.9	0.3	0.6	40.5	35.8	2.2	1.6	0.3	0.7
77 #	15480	8883	7685	311	632	62	183	6597	5367	502	465	63	200
%	16.7	57.4	49.7	2.0	4.1	0.4	1.2	42.6	34.7	3.2	3.0	0.4	1.3

Pacific

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispen.	Am.Ind. Al.Nat.	Asian Pac.Is.
4 72 #	843	3	1	1	0	0	1	840	741	20	40	5	34
%	0.9	0.4	0.1	0.1	0	0	0.1	99.6	87.9	2.4	4.7	0.6	4.0
77 #	645	34	26	1	5	0	2	611	465	33	59	9	45
%	0.7	5.3	4.0	0.2	0.8	0	0.3	94.7	72.1	5.1	9.2	1.4	7.0
5 72 #	366	283	250	25	7	0	1	83	74	6	2	0	1
%	0.4	77.3	68.3	6.8	1.9	0	0.3	22.7	20.2	1.6	05	0	0.3
77 #	408	277	236	21	17	0	0	131	97	16	14	1	3
%	0.4	67.9	57.8	5.2	4.1	0	0.7	32.1	23.8	3.9	3.4	0.3	0.7
6 72 #	8099	8092	7378	219	363	46	86	7	7	0	0	0	0
%	8.5	99.9	91.1	2.7	4.5	0.6	1.1	0.1	0.0	0.0	0.0	0.0	0.0
77 #	8753	8393	7099	338	726	57	173	360	281	37	33	2	7
%	9.4	95.9	81.1	3.9	8.3	0.7	2.0	4.1	3.2	0.4	0.4	0.0	0.1

Pacific

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
7	72 #	9025	8743	7634	349	488	51	221	282	227	33	13	2	7
	%	9.5	96.9	84.6	3.9	5.4	0.6	2.4	3.1	2.5	0.4	0.1	0.0	0.0
	77 #	8670	7768	6444	408	598	52	266	902	621	158	81	11	31
	%	9.3	89.6	74.3	4.7	6.9	0.6	3.1	10.4	7.2	1.8	0.9	0.1	0.4
9	72 #	4913	4858	3842	339	587	22	68	55	46	4	4	0	1
	%	5.2	98.9	78.2	6.9	11.9	0.4	1.4	1.1	1.0	0.0	0.0	0.0	0.0
	77 #	5185	4781	3448	335	802	61	135	404	282	43	56	6	17
	%	5.6	92.2	66.5	6.5	15.5	1.2	2.6	7.8	5.4	0.8	1.1	0.1	0.3
10	72 #	2154	1563	906	199	348	12	98	591	478	65	32	6	10
	%	2.3	72.6	42.1	9.2	16.2	0.6	4.5	27.4	22.2	3.0	1.5	0.3	0.5
	77 #	2742	1176	589	149	303	7	128	1566	1057	239	175	13	82
	%	3.0	42.9	21.5	5.4	11.1	0.3	4.7	57.1	38.6	8.7	6.4	0.5	3.0

Pacific

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
11	72 #	7210	885	767	40	54	2	22	6325	5208	570	381	34	132
	%	7.6	12.3	10.6	0.6	0.7	0.0	0.3	87.7	72.2	7.9	5.3	0.5	1.8
	77#	11410	1625	1202	107	199	14	103	9785	6794	1462	1002	75	452
	%	12.3	14.2	10.5	0.9	1.7	0.1	0.9	85.8	59.5	12.8	8.8	0.7	4.0
12	72#	13031	221	101	29	33	3	55	12,810	9405	1541	1130	67	667
	%	13.7	1.7	0.8	0.2	0.3	0.0	0.4	98.3	72.2	11.8	8.7	0.5	5.1
	77#	11959	1043	549	101	210	7	176	10,916	6650	1624	1419	78	1145
	%	12.9	8.7	4.6	0.8	1.8	0.1	1.2	91.3	55.6	13.6	11.9	0.7	9.6
13	72#	8143	317	129	43	84	2	59	7826	4939	1365	1020	37	465
	%	8.6	3.9	1.6	0.5	1.0	0.0	0.7	96.1	60.7	16.8	12.5	0.5	5.7
	77#	6131	979	603	92	185	4	95	5152	3090	849	857	47	315
	%	6.6	16.0	9.8	15	3.0	0.1	1.6	84.0	50.4	13.9	13.9	0.8	5.1

Pacific

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
14 72#	17162	455	283	62	86	3	21	16707	12545	2268	1527	82	285
%	18.1	2.7	1.6	0.4	0.5	0.0	0.1	99.3	73.1	13.2	8.9	0.5	1.7
77#	13454	1433	912	136	291	11	83	12021	8579	1429	1533	86	394
%	14.5	10.7	6.8	1.0	2.2	0.1	0.6	89.4	63.8	10.6	11.4	0.6	2.9
15 72#	1103	662	288	127	154	6	87	441	281	109	38	5	8
%	1.2	60.	26.1	11.5	14.0	0.5	7.9	40.0	25.5	9.9	3.4	0.5	0.7
77#	920	426	135	82	129	4	76	494	281	120	78	2	13
%	1.0	46.3	14.7	8.9	14.0	0.4	8.3	53.7	305	13.0	8.5	0.2	1.4
GRAND TOTALS	95023	42394	36764	1788	2751	204	887	52629	39880	6315	4436	280	1718
		44.6	38.7	1.9	2.9	0.2	0.9	55.4	42.0	6.6	4.7	0.3	1.8
	92930	42873	34697	2158	4244	306	1468	50057	34549	6565	5815	399	2726
		46.1	37.3	2.3	4.6	0.3	1.6	53.9	37.2	7.1	6.3	0.4	2.9

Southwestern Bell

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan.	Am. Ind. Native	Asian Pacific		White	Black	Hispan.	Am. Ind. Native	Asian Pacific
AT&T														
4 (1972)	#	3395	1731	1626	53	42	8	2	1664	1556	59	38	11	0
	%	4.8	50.9	47.9	1.5	1.2	.2	.06	49.1	45.8	1.7	1.1	.3	0.0
(1977)	#	4284	1816	1619	102	75	19	1	2468	1971	292	177	26	2
	%	5.3	42.4	37.8	2.4	1.8	.4	0.0	57.6	46.0	6.8	4.1	.6	0.0
5 (1972)	#	1277	843	790	31	25	7	0	434	400	23	10	1	0
	%	1.8	66.0	61.8	2.4	1.9	.6	0.0	34.0	31.3	1.8	.8	.08	0.0
(1977)	#	2033	1060	862	100	81	17	0	973	754	154	50	14	1
	%	2.5	52.1	42.4	4.9	4.0	.8	0.0	47.9	37.1	7.6	2.5	.7	0.0
6 (1972)	#	7807	7804	7517	89	162	35	1	3	3	0	0	0	0
	%	11.1	99.9	96.3	.1	2.0	.4	.01	.03	.03	0.0	0.0	0.0	0.0
(1977)	#	11361	10923	9451	568	[illegible]	82	9	438	343	50	40	4	1
	%	14.1	96.1	83.2	5.0	7.2	.7	.1	3.9	3.0	.4	.4	.0	0.0

Compliance Report on Southern Bell Telephone and Telegraph Company Purusant to AT&T Consent Decree

Prepared by: James P. Scanlan, Attorney; Kathleen A. McMillan, Social Science Research Specialist; Thomas L. Douglass, Equal Opportunity Specialist

Equal Employment Opportunity Commission

INTRODUCTION

The compliance review of Southern Bell Telephone and Telegraph Company was conducted by the majority of the Government Coordinating Committee reviewing staff at the company's headquarters in Atlanta, Georgia, from July 31 through August 3, 1978, and by smaller teams at the Jacksonville, Florida headquarters of the North Florida Establishment and the Charlotte, North Carolina headquarters of the North Carolina Establishment on August 3 and 4, 1978. Southern Bell has nine establishments and serves North Carolina, South Carolina, Georgia and most of Florida. 1/ The minority groups which comprise more than 2% of the total labor market from which Southern Bell draws its employees are Blacks, at 19.05%, and Hispanics, at 2.94%. During the period of the Consent Decree for which information was available, Southern Bell's total employment grew by 1.9%, increasing from 64,865 employees on December 31, 1972 to 66,105 employees on June 30, 1978.

TARGET PERFORMANCE

Southern Bell met all its intermediate targets in 1976 and 1977, and, at the time of the review, was expected to meet all its intermediate targets for 1978. 2/

1/ The nine establishments with the minority compositions of their relevant labor markets (for groups above 2%) are: Headquarters, 21.0% Black; North Florida, 15.5% Black; South Florida, 25.3% Hispanic and 13.71% Black; Southeast Florida, 14.92% Black; Atlanta, 20.35% Black; Network, 23.28% Black; Outstate Georgia, 23.5% Black; North Carolina, 16.35% Black; South Carolina 23.72% Black (1978 Utilization Analysis figures).

2/ Southern Bell had cleared its 1209 Supplemental Order deficiencies by July, 1978.

At Southern Bell one set of intermediate targets is determined for the entire company for AAJC 1, with intermediate targets for AAJC's 2-15 determined for each of the nine establishments. Southern Bell determines one pooling structure which will be applicable to all establishments on the basis of movement over the previous two years. The only aspect of the target-setting procedure which is left to the discretion of the establishments is the projection of the proportion of opportunities to be filled by hires. We found nothing in the target-setting procedure which we believe would be an appropriate basis for asserting as a violation of the decree. 3/

OVERALL PROGRESS

Although the total employment of Southern Bell grew by only 1.9% during the term of the Consent Decree, 4/ there was a substantial redistribution of a large number of employees from lower to higher-paying positions. Thus, there was actually much greater potential for the advancement of targeted groups than the above growth figure would suggest. For example, while the relatively low-paying operator classification (AAJC 14) declined by 6,547 employees (42.3%), second-level management (AAJC 2) grew by 852 employees (23.5%), skilled outside crafts (AAJC 6) grew by 962 employees (16.1%), and skilled inside crafts (AAJC 7) grew by 1237 employees (25.0%).

Women made particularly noteworthy progress in management. In AAJC 1 they grew from 0.6% (7 of 1102) to 6.4% (81 of 2171), and in AAJC 2 from 13.3% (483 of 3620) to 21.2% (950 of 4472). The attached Chart I is somewhat misleading in its showing that women declined from 36.7% (2501 of 6812) to 29.2% (2382 of 8157) in AAJC 3. A management job evaluation program in 1974

3/ There were two instances in 1978 where establishments had seriously underestimated the proportion of opportunities to be filled by hires causing black male targets and black male movement to be substantially lower than a correct hiring projection would have yielded. However, we did not determine that the circumstances surrounding the erroneous projections warranted the assertion that they constituted a basis for a finding of non-compliance with the Consent Decree.

4/ This and subsequent references to changes in the workforce pertain to the period between December 31, 1972 and June 30, 1978, as indicated on the attached Charts I and II.

reclassified numerous positions downward from AAJC 3 to AAJC 4. After that reevaluation women constituted 23.0% (1587 of 6909) of AAJC 3. Thus, the increase between the end of 1974 and mid-1978 (i.e., from 23.0% to 29.2%) is more reflective of actual progress under the Consent Decree. In semi-skilled outside crafts (AAJC 9) women increased their representation from 0.2% (15 of 6783) to 5.2% (332 of 6436) and would have done better except for a high loss rate, particularly in the earlier years of the Consent Decree. 5/ Female increase in skilled outside crafts (AAJC 6) was much more limited -- from 0.1% (4 of 5980) to 0.9% (64 of 6924) -- despite the substantial growth in this classification. This was so largely because the female targets were very low, since the pool for AAJC 6 included only AAJC 9. Already at 59.5% (728 of 1223) in semi-skilled inside crafts (AAJC 10) in 1972, women declined slightly to 56.1% (954 of 1702). However, they made very substantial progress in skilled inside crafts (AAJC 7), increasing from 7.8% (385 of 4939) to 19.8% (1225 of 6171). 6/

Men experienced a more modest increase in the skilled clerical classification (AAJC 11) than was observed at most Bell System operating companies. The increase from 3.7% (282 of 7599) to only 5.7% (649 of 11350) in AAJC 11 is particularly unusual in light of the substantial growth occurring in this classification. The increase from 1.0% (77 of 7622) to 5.34% (337 of 6310) in semi-skilled clerical (AAJC 12) is about average for the Bell System. In entry level clerical (AAJC 13), men had a surprisingly large percentage increase -- from 16.7% (86 of 510) to 33.5% (86 of 257) -- although they did not increase in absolute numbers. The very modest male increase in the operator classification (AAJC 14) -- from 1.1% (162 of 15493) to 3.5% (315 of 8946) -- is explained to some extent by the very substantial decline in that classification.

5/ Although there were indications of remaining problems, Southern Bell appears to be making every effort to correct the female loss problem.

6/ Women also made a notable representational increase in the sales category (AAJC 5), from 30.2% (264 of 874) to 41.4% (529 of 1227).

Black males made small gains in AAJC's 1 and 2 -- respectively, from 0% (0 of 1102) to 0.3% (4 of 1271) and from 0.2% (6 of 3620) to 1.7% (77 of 4472). They had a somewhat more substantial gain in AAJC 3 -- from 1.1% (72 of 6812) to 4.5% (363 of 8157). However, they sustained a slight decline in AAJC 9 -- from 9.5% (646 of 6783) to 8.4% (540 of 6436). This was certainly in part due to the fact that in 1977 and 1978, when there were substantial opportunities in AAJC 9, 7/ the black male target had been radically diminished because of the inclusion of the large, and overwhelmingly female AAJC 14 in the pool. In contrast, black males made modest gains in AAJC 6 -- from 2.0% (119 of 5980) to 5.3% (370 of 6942) -- because the pool for AAJC 6 included only AAJC 9 in which black males were significantly represented since 1973. Black males showed a substantial increase in AAJC 10 -- from 7.5% (92 of 1223) to 14.3% (243 of 1702). However, this was due primarily to the redistribution of AAJC 8; 8/ and, in fact, at the beginning of 1978, prior to that redistribution, black males constituted only 6.8% (70 of 1032) of AAJC 10, down slightly from the 1973 percentage. This pre-1978 decline was due partly to the very low targets for black males in AAJC 10 (because the pool was almost entirely female) and partly to the fact that the classification was essentially declining (that is, apart from the redistribution of AAJC 8) over the period of the Consent Decree. In AAJC 7 black males showed a notable gain -- from 1.8% (87 of 4939) to 4.4% (272 of 6176). 9/

Black women showed gains similar to those of black men in management (AAJC's 1, 2 and 3), experiencing increases of, respectively, from 0% (0 of 1102) to 0.2% (2 of 1271), from 0.1% (2 of 3620) to 1.0% (46 of 4472), and from 0.9% (64 of 6812) to 4.0% (325 of 8157). Black females increased their representation in the administrative classification (AAJC 4) -- from 2.3% (30 of 1333) to 10.1% (262 of 2589) -- as well as in the skilled and semi-skilled clerical classifications (AAJC's 11 and 12) -- from 7.9% (600 of 7599) to 17.2% (1956 of 11350) and from 10.5% (801 of 7622) to 16.6% (1048 of 6310), respectively. They made slight gains in entry clerical jobs (AAJC 13) -- from 21.8% (111 of 510) to 23.0% (59 of 257) -- and in the operator classification (AAJC 14) -- from 23.2% (3593 of 15493) to 23.7% (2118 of 8946).

7/ There were 187 opportunities in AAJC 9 in 1977 and 408 in the first half of 1978.

8/ See Represcription Memorandum, ¶2.

9/ The black male declines in both AAJC's 9 and 10 must be appraised in light of the numbers of persons involved in

Cont'd

The progress of Hispanics at Southern Bell can be best appraised by reference to changes in the employment profile at Southern Bell's South Florida Establishment where Hispanics constituted 25.3% of the relevant labor market, the only significant Hispanic labor force figure throughout Southern Bell. At that establishment, Hispanic males showed notable gains in both AAJC's 2 and 3 -- increasing, respectively, from 2.8% (17 of 608) to 6.7% (43 of 642) and from 4.4% (55 of 1239) to 7.9% (89 of 1130).10/ Hispanic males also made notable gains in all craft categories -- increasing from 14.4% (135 of 935) to 18.9% (143 of 757) in semi-skilled outside crafts (AAJC 9); from 8.7% (99 of 1143) to 14.0% (141 of 1007) in skilled outside crafts (AAJC 6); from 11.8% (28 of 238) to 14.2% (34 of 240) in semi-skilled inside crafts (AAJC 10); and from 9.1% (68 of 747) to 12.5% (101 of 807) in skilled inside crafts (AAJC 7).

Hispanic women had a small increase in AAJC 2 -- from 0.3% (2 of 608) to 1.9% (12 of 642) -- and a more substantial one in AAJC 3 -- from 1.9% (23 of 1239) to 5.0% (56 of 1150). They showed a very substantial increase in the administrative classification AAJC 4 from 7.4% (15 of 203) to 17.6% (65 of 369). They had increases in all three clerical classifications (AAJC's 11 - 13). The increase was particularly noteworthy in the skilled clerical classification (AAJC 11) where they increased from 10.6% (125 of 1178) to 18.3% (302 of 1655), as the entire AAJC increased by 40%. In the declining AAJC's 12 and 13, the Hispanic female increase, while less remarkable, was still notable, as their representation increased from 17.4% (264 of 1520) to 22.4% (223 of 997) for the two AAJC's combined. Hispanic women also had a remarkable increase in the operator classification -- from 6.4% (135 of 2116) to 16.5% (186 of 1129) -- notwithstanding a decline of almost 47% in total employment in that classification.

CONCLUSION

We believe that Southern Bell has substantially complied with its obligations under the Consent Decree.

9/ Continued

their increases in AAJC's 6 and 7. The increased movement of black males into skilled categories naturally impacts on the profiles of the corresponding semi-skilled catories which are their primary pools.

10/ See Chart II.

Chart 1

Operating Company: Southern Bell Telephone & Telegraph Company

		TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC 1	12/31/72	1102	1095	99.4	1095	99.4	0	0	0	0	7	0.6	7	0.6	0	0	0	0
	6/30/78	1271	1190	93.6	1182	93.0	4	0.3	4	0.3	81	6.4	79	6.2	2	0.2	0	0
AAJC 2	12/31/72	3620	3137	86.7	3104	85.8	6	0.2	20	0.6	483	13.3	477	13.2	2	0.1	3	0.1
	6/30/78	4472	3522	78.8	3376	75.5	77	1.7	59	1.3	950	21.2	887	19.8	46	1.0	15	0.3
AAJC 3	12/31/72	6812	4311	63.3	4168	61.2	72	1.1	62	0.9	2501	36.7	2408	35.4	64	0.9	24	0.4
	6/30/78	8157	5775	70.8	5298	65.0	363	4.5	107	1.3	2382	29.2	1992	24.4	325	4.0	62	0.8
AAJC 4	12/31/72	1333	7	0.6	6	0.5	1	0.1	0	0	1326	99.5	1280	96.0	30	2.3	15	1.1
	6/30/78	2589	146	5.6	121	4.7	20	0.8	5	0.2	2443	94.4	2110	81.5	262	10.1	66	2.6
AAJC 5	12/31/72	874	610	69.8	579	66.3	17	2.0	11	1.3	264	30.2	240	27.5	19	2.2	5	0.6
	6/30/78	1277	748	58.6	634	49.6	88	6.9	23	1.8	529	41.4	405	31.7	101	7.9	21	1.6
AAJC 6	12/31/72	5980	5976	99.9	5742	96.0	119	2.0	107	1.8	4	0.1	4	0.1	0	0	0	0
	6/30/78	6942	6878	99.1	6339	91.3	370	5.3	162	2.3	64	0.9	52	0.7	10	0.1	2	0.0
AAJC 7	12/31/72	4939	4554	92.2	4392	88.9	87	1.8	71	1.4	385	7.8	367	7.4	13	0.3	5	0.1
	6/30/78	6176	4951	80.2	4561	73.9	272	4.4	111	1.8	1225	19.8	1113	18.02	96	1.6	14	0.2

(Figures for American Indians and Alaskan Natives ("AI/AN") and Asain and Pacific Islanders ("A/PI") are on pages 4-6.)

Chart 1

Operating Company: Southern Bell Telephone & Telegraph Company

			TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC	8	12/31/72	680	672	98.8	415	61.0	218	32.1	33	4.9	8	1.2	8	1.2	0	0	0	0
AAJC	9	12/31/72	6783	6768	99.8	5958	87.8	646	9.5	150	2.2	15	0.2	12	0.2	3	0.0	0	0
		6/30/78	6436	6104	94.8	5383	83.6	540	8.4	168	2.6	332	5.2	263	4.1	67	1.0	2	0.03
AAJC	10	12/31/72	1223	495	40.5	371	30.3	92	7.5	30	2.5	728	59.5	672	55.0	51	4.2	4	0.3
		6/30/78	1702	748	43.9	466	27.4	243	14.3	39	2.3	954	56.1	794	46.7	139	8.2	19	1.1
AAJC	11	12/31/72	7599	282	3.7	272	3.6	3	0.0	4	0.1	7317	96.3	6561	86.3	600	7.9	142	1.9
		6/30/78	11350	649	5.7	495	4.4	95	0.8	58	0.5	10701	94.3	8389	73.9	1956	17.2	337	3.0
AAJC	12	12/31/72	7622	77	1.0	47	0.6	28	0.4	2	0.0	7545	99.0	6449	84.6	801	10.5	266	3.5
		6/30/78	6310	337	5.3	214	3.4	98	1.6	24	0.4	5973	94.7	4683	74.2	1048	16.6	229	3.6
AAJC	13	12/31/72	510	86	16.9	58	11.4	21	4.1	7	1.4	424	83.1	295	57.8	111	21.8	17	3.3
		6/30/78	257	86	33.5	65	25.3	15	5.8	6	2.3	171	66.5	98	38.1	59	23.0	13	5.1
AAJC	14	12/31/72	15493	162	1.1	117	0.8	27	0.2	18	0.1	15331	99.0	11557	74.6	3593	23.2	154	1.0
		6/30/78	8946	315	3.5	243	2.7	54	0.6	17	0.2	8631	96.5	6295	70.4	2118	23.7	203	2.3

Chart 1

Operating Company: Southern Bell Telephone & Telegraph Company

			MEN								WOMEN							
		TOTAL	TOTAL		WHITE		BLACK		HISPANIC		TOTAL		WHITE		BLACK		HISPANIC	
			#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
AAJC 15	12/31/72	295	180	61.0	14	4.8	166	56.3	0	0	115	39.0	10	3.4	104	35.3	1	0.3
	6/30/78	220	139	63.2	30	13.6	106	48.2	3	1.4	81	36.8	21	9.5	55	25.0	5	2.3
Totals	12/31/72	64,865	28412	43.8	26338	40.6	1503	2.3	515	0.8	36453	56.2	30347	46.8	5391	8.3	636	1.0
	6/30/78	66,106	31589	47.8	28408	43.0	2345	3.5	786	1.2	34517	52.2	27181	41.1	6284	9.5	988	1.5

Chart I

Operating Company: Southern Bell Telephone and Telegraph Company

	MEN						WOMEN					
	AI/AN		A/PI				AI/AN		A/PI			
	#	%	#	%			#	%	#	%		
AAJC 1 12/31/72												
6/30/78												
AAJC 2 12/31/72	3	0.1	4	0.1					1	0.02		
6/30/78	8	0.2	2	0.05			1	0.02	1	0.02		
AAJC 3 12/31/72	1	0.01	8	0.1			4	0.1	1	0.01		
6/30/78	3	0.04	4	0.05			1	0.01	2	0.03		
AAJC 4 12/31/72							1	0.1				
6/30/78							2	0.1	3	0.1		
AAJC 5 12/31/72	3	0.3										
6/30/78	3	0.2					1	0.1	1	0.1		
AAJC 6 12/31/72	3	0.1	5	0.1								
6/30/78	6	0.1	1	0.02								

Chart I

Operating Company: Southern Bell Telephone and Telegraph Company

	MEN					WOMEN				
	AI/AN		A/PI			AI/AN		A/PI		
	#	%	#	%		#	%	#	%	
AAJC 7 12/31/72	1	0.02	3	0.1						
6/30/78	4	0.1	3	0.05		2	0.03			
AAJC 8 12/31/72	1	0.1	5	0.7						
AAJC 9 12/31/72	1	0.01	13	0.2						
6/30/78	7	0.1	6	0.1						
AAJC 10 12/31/72			2	0.2		1	0.1			
6/30/78						1	0.1	1	0.1	
AAJC 11 12/31/72			3	0.04		2	0.03	12	0.2	
6/30/78			1	0.01		10	0.1	9	0.1	
AAJC 12 12/31/72						6	0.1	23	0.3	
6/30/78			1	0.02		5	0.1	8	0.1	

Chart I

Operating Company: Southern Bell Telephone and Telegraph Company

	MEN					WOMEN				
	AI/AN		A/PI			AI/AN		A/PI		
	#	%	#	%		#	%	#	%	
AAJC 13 12/31/72								1	0.2	
6/30/78								1	0.4	
AAJC 14 12/31/72	1	0.01				6	0.04	21	0.1	
6/30/78			1	0.01		5	0.1	10	0.1	
AAJC 15 12/31/72										
6/30/78										
Total 12/31/72	13	0.02	43	0.1		20	0.03	59	0.1	
6/30/78	32	0.05	18	0.03		28	0.04	36	0.1	

Chart II

Operating Company: South Florida Establishment of Southern Bell Telephone and Telegraph Company

		TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC 1	12/31/72	142	142	100.0	142	100.0	0	0	0	0	0	0	0	0	0	0	0	0
	6/30/78																	
AAJC 2	12/31/72	608	531	87.3	510	83.9	1	0.2	17	2.8	77	12.7	74	12.2	0	0	2	0.3
	6/30/78	642	507	79.0	452	70.4	9	1.4	43	6.7	135	21.0	119	18.5	3	0.5	12	1.9
AAJC 3	12/31/72	1239	843	68.0	773	62.4	11	0.9	55	4.4	396	32.0	366	29.5	6	0.5	23	1.9
	6/30/78	1130	810	71.7	679	60.1	39	3.5	89	7.9	320	28.3	219	19.4	45	4.0	56	5.0
AAJC 4	12/31/72	203	3	1.5	3	1.5	0	0	0	0	200	98.5	179	88.2	5	2.5	15	7.4
	6/30/78	369	27	7.3	19	5.2	3	0.8	5	1.4	342	92.7	247	66.9	28	7.6	65	17.6
AAJC 5	12/31/72	206	140	68.0	128	62.1	3	1.5	9	4.4	66	32.0	55	26.7	7	3.4	4	1.9
	6/30/78	212	132	62.3	101	47.6	8	3.8	22	10.4	80	37.7	52	24.5	9	4.3	18	8.5
AAJC 6	12/31/72	1143	1143	100.0	1003	87.8	38	3.3	99	8.7	0	0	0	0	0	0	0	0
	6/30/78	1007	996	98.9	802	79.6	53	5.3	141	14.0	11	1.1	6	0.6	3	0.3	2	0.2

Chart II

Operating Company: South Florida Establishment of Southern Bell Telephone and Telegraph Company

	TOTAL	MEN TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%	WOMEN TOTAL #	%	WHITE #	%	BLACK #	%	HISPANIC #	%
AAJC 7 12/31/72	747	662	88.6	571	76.4	21	2.8	68	9.1	85	11.4	72	9.6	8	1.1	5	0.7
6/30/78	807	630	78.1	487	60.4	40	5.0	101	12.5	177	21.9	149	18.5	16	2.0	12	1.5
AAJC 8 12/31/72	134	134	100.0	78	58.2	27	20.2	28	20.9	0	0	0	0	0	0	0	0
6/30/78																	
AAJC 9 12/31/72	935	933	99.8	723	77.3	71	7.6	135	14.4	2	0.2	1	0.1	1	0.1	0	0
6/30/78	757	709	93.7	518	68.4	46	6.1	143	18.9	48	6.3	33	4.4	13	1.7	2	0.3
AAJC 10 12/31/72	238	103	43.3	61	25.6	12	5.0	28	11.8	135	56.7	121	50.8	12	5.0	2	0.8
6/30/78	240	128	53.3	74	30.8	20	8.3	34	14.2	112	46.7	83	34.6	13	5.4	15	6.3
AAJC 11 12/31/72	1178	40	3.4	35	3.0	1	0.1	4	0.3	1138	96.6	847	71.9	162	13.8	125	10.6
6/30/78	1655	150	9.1	83	5.0	14	0.8	53	3.2	1505	90.9	862	52.1	335	20.2	302	18.3
AAJC 12 12/31/72	1406	17	1.2	11	0.8	4	0.3	2	0.1	1389	98.8	949	67.5	177	12.6	248	17.6
6/30/78	952	64	6.7	26	2.7	14	1.5	23	2.4	888	93.3	533	56.0	140	14.7	210	22.1
AAJC 13 12/31/72	114	25	21.9	14	12.3	4	3.5	7	6.1	89	78.1	61	53.5	12	10.5	16	14.0
6/30/78	45	16	35.6	9	20.0	2	4.4	5	11.1	29	64.4	11	24.4	5	11.1	13	28.9

Chart II

Operating Company: South Florida Establishment of Southern Bell Telephone and Telegraph Company

		TOTAL	MEN TOTAL #	MEN TOTAL %	MEN WHITE #	MEN WHITE %	MEN BLACK #	MEN BLACK %	MEN HISPANIC #	MEN HISPANIC %	WOMEN TOTAL #	WOMEN TOTAL %	WOMEN WHITE #	WOMEN WHITE %	WOMEN BLACK #	WOMEN BLACK %	WOMEN HISPANIC #	WOMEN HISPANIC %
AAJC 14	12/31/72	2116	81	3.8	51	2.4	13	0.6	17	0.8	2035	96.2	1316	62.2	580	27.4	135	6.4
	6/30/78	1129	73	6.5	45	4.0	13	1.2	15	1.3	1056	93.5	587	52.0	279	24.7	186	16.5
AAJC 14	12/31/72	21	7	33.3	0	0	7	33.3	0	0	14	66.7	1	4.8	12	57.1	1	4.8
	6/30/78	27	12	44.4	6	22.2	3	11.1	3	11.1	15	55.6	4	14.8	8	29.6	3	11.1
AAJC 15	12/31/72	10,288	4662	45.3	3961	38.5	213	2.1	469	4.6	5626	54.7	4042	39.3	982	9.5	576	5.6
	6/30/78	8,972	4254	47.4	3301	36.8	264	2.9	677	7.5	4718	52.6	2905	32.4	897	10.0	896	10.0

Compliance Report on Wisconsin Telephone Company Pursuant to AT&T Consent Decree

Prepared by: James P. Scanlan, Attorney; Kathleen A. McMillan, Social Science Research Specialist; Thomas L. Douglass, Equal Opportunity Specialist,

Equal Employment Opportunity Commission

INTROUDUCTION

The compliance review of Wisconsin Telephone Company was conducted at its headquarters in Milwaukee, Wisconsin on September 18-20, 1978. Wisconsin Telephone Company has two establishments, the Milwaukee Establishment which serves the Milwaukee area and the State Establishment serving the rest of the state. The only minority group which comprises more than 2.0% of the labor market from which Wisconsin Telephone draws its employees is Blacks, at 3.36% 1/ During the period of the Consent Decree for which information was available at the time of the review, Wisconsin Telephone experienced an 8.7% decline in total employment, decreasing from 11,326 employees on December 31, 1972 to 10,343 employees on June 30, 1978.

TARGET PERFORMANCE

Wisconsin Telephone met its intermediate targets for 1976 and 1977, and, at the time of the review, was meeting its targets for 1978. 2/

1/ Blacks comprise 6.6% of the relevant labor market for the Milwaukee Establishment and 1.0% of the relevant labor market for the State Establishment.

2/ Wisconsin Telephone had eliminated its 56 Supplemental Order deficiencies by the end of the pre-carry forward period (October 22, 1976, see Supplemental Order, Part I, Section B).

A single set of targets was established for the entire company for AAJC's 1 and 2, and targets were established at each establishment for AAJC's 3 through 15. 3/ We found nothing in the target-setting procedure to which we could appropriately object at this time.

OVERALL PROGRESS

The decline in total employees in most classifications during the term of the Consent Decree limited the prospects for very substantial advancement of targeted groups. Still, certain gains warrant comment. 4/

Women increased from 0.9% (2 of 217) to 4.4% (10 of 227) in third level management and above (AAJC 1). They also increased from 9.4% (69 of 733) to 13.3% (92 of 692) in second level management (AAJC 2), a noteworthy increase in light of the 5.6% overall decline is the category; and they increased from 32.8% (513 of 1563) to 35.6% (480 of 1349) in first level management (AAJC 3), a gain which, although modest on its face, must be deemed significant in light of the 13.7% overall decline in this AAJC. Female gains in semi-skilled outside crafts (AAJC 9) were limited -- from 0.6% (3 of 511) to 3.9% (18 of 466) -- because of the limited opportunities in that declining classification. The female increase in skilled outside crafts (AAJC 6) was negligible -- from 0% (0 of 1433) to 0.4% (5 of 1380 -- essentially because of the overall decline in the classification, as well as the low female targets (which resulted from the fact that only AAJC 9 was included in the pool for AAJC 6). Already at 39.4% (50 of 167), women experienced a slight decline to 37.0% (68 of 184) in semi-skilled inside crafts (AAJC 10); this decline, however, appears to be related to the redistribution of the predominantly male AAJC 8 (see Represcription Memorandum, ¶2), rather than to any change in the patterns of movement into AAJC 10. Women made only slight gains in skilled inside crafts (AAJC 7) -- from 1.1% (10 of 946) to 3.7% (34 of 919).

3/ The only minority targets were for Blacks in AAJC's 1 and 2 on a corporate basis, and in AAJC's 3 - 15 in the Milwaukee Establishment. The "2% Rule" applied to all minority groups, including Blacks, in the State Establishment. See Resprescription Memorandum, ¶4.

4/ The following references to increases for targeted groups pertain to the period between December 31, 1972 and June 30, 1978, as indicated on the attached chart.

Men made substantial increases in the three clerical categories (AAJC's 11-13) -- cumulatively, from 1.3% (38 of 2855) to 8.1% (247 of 3033). They also increased from 1.2% (24 of 1972) to 8.2% (110 of 1346) in the operator classification (AAJC 14) which declined by 31.7%.

Black men increased from 0.6% (10 of 1563) to 1.1% (15 of 1349) in first level management (AAJC 3). Black women made notably greater progress in this category, increasing from 0.9% (14 of 1563) to 2.1% (28 of 1349) -- a function of higher female targets as well as the fact that they simply constitued a larger part of the pool. Neither group made notable progress in AAJC's 1 and 2, where the targets are so low that they will seldom require a targeted movement.

In semi-skilled outside crafts (AAJC 9) black men have been at ultimate goal at both establishments throughout the term of the Consent Decree. However, they remain significantly below ultimate goal in the skilled outside crafts (AAJC 6), 5/ where their increase -- from 0.6% (9 of 1433) to 0.9% (13 of 1380) -- was limited by the decline in the category. Black males have been at ultimate goal in both establishments throughout the term of the Consent Decree in semi-skilled inside crafts (AAJC 10); so their percentage decline in that classification -- from 14.2% (18 of 127) to 11.4% (21 of 184) -- is of limited significance and, in fact, may be largely attributable to the redistribution of AAJC 8. However, they also declined in the skilled inside crafts (AAJC 7) -- from 1.9% (18 of 946) to 1.8% (17 of 919) -- where they are not at ultimate goal at the Milwaukee Establishments. 6/

5/ In the Milwaukee Establishment, black males constitute 1.9% of AAJC 6 compared to an ultimate goal percentage of 4.8%.

6/ Total black representation in AAJC 7 did increase slightly during the term of the Consent Decree -- from 2.1% (20 of 946) to 2.3% (21 of 919).

Black females, already at ultimate goal in the clerical classifications (AAJC's 11-13) in the Milwaukee Establishment in 1973, have continued to increase their respresentation in those classifications -- cumulatively, from 5.8% (167 of 2855) to 8.7% (263 of 3033). Black females have declined in the operator classification (AAJC 14) -- from 7.6% (150 of 1972) to 4.8% (65 of 1346) -- but remain above ultimate goal at both establishments.

CONCLUSION

We believe that Wisconsin Telephone Company has substantially complied with its obligations under the Consent Decree.

Operating Company: Wisconsin Telephone Company

		MEN							WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
AAJC 1	12/31/72	217	215	99.1	214	98.6	1	.5	2	.9	2	.9	0	0
	6/30/78	227	217	95.6	216	95.2	1	.4	10	4.4	10	4.4	0	0
AAJC 2	12/31/72	733	664	90.6	657	89.6	5	.7	69	9.4	66	9.0	3	.4
	6/30/78	692	600	86.7	591	85.4	7	1.0	92	13.3	88	12.7	3	.4
AAJC 3	12/31/72	1563	1050	67.2	1038	66.4	10	.6	513	32.8	496	31.7	14	.9
	6/30/78	1349	869	64.4	850	63.0	15	1.1	480	35.6	449	33.3	28	2.1
AAJC 4	12/31/72	379	99	26.1	95	25.1	3	.8	280	73.9	272	71.8	8	2.1
	6/30/78	403	222	55.1	214	53.1	8	2.0	181	44.9	161	40.0	17	4.2
AAJC 5	12/31/72	23	19	82.6	18	78.3	1	4.3	4	17.4	3	13.0	0	0
	6/30/78	4	0	0	0	0	0	0	4	100.0	4	100.0	0	0
AAJC 6	12/31/72	1433	1433	100.0	1417	98.9	9		0	0	0	0	0	0
	6/30/78	1380	1375	99.6	1356	98.3	13		5	.4	5	.4	0	0

(Figures for Hispanics, American Indians and Alaskan Natives ("AI/AN") and Asian and Pacific Islanders ("A/PI") are on pages 4-6.)

Operating Company: Wisconsin Telephone Company

			MEN							WOMEN					
			TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
				#	%	#	%	#	%			#	%	#	%
AAJC	7	12/31/72	946	936	98.9	912	96.4	18	1.9	10	1.1	8	.8	2	.2
		6/30/78	919	885	96.3	860	93.6	17	1.8	34	3.7	30	3.3	4	.4
AAJC	8	12/31/72	77	73	94.8	66	85.7	7	9.1	4	5.2	4	5.2	0	0
AAJC	9	12/31/72	511	508	99.4	486	95.1	18	3.5	3	.6	3	.6	0	0
		6/30/78	466	448	96.1	429	92.1	16	3.4	18	3.9	18	3.9	0	0
AAJC	10	12/31/72	127	77	60.6	56	44.1	18	14.2	50	39.4	45	35.4	3	2.4
		6/30/78	184	116	63.0	93	50.5	21	11.4	68	37.0	61	33.2	6	3.3
AAJC	11	12/31/72	1112	4	0.4	3	0.3	1	.1	1108	99.6	1063	95.6	37	3.3
		6/30/78	2087	145	6.9	136	6.5	5	.2	1942	93.1	1758	84.2	150	7.2
AAJC	12	12/31/72	810	3	0.4	3	0.4	0	0	807	99.6	741	91.5	60	7.4
		6/30/78	636	59	9.3	54	8.5	4	.6	577	90.7	488	76.7	74	11.6

Operating Company: Wisconsin Telephone Company

			MEN						WOMEN					
		TOTAL	TOTAL		WHITE		BLACK		TOTAL		WHITE		BLACK	
			#	%	#	%	#	%			#	%	#	%
MJC 13	12/31/72	933	31	3.3	25	2.7	3	.3	902	96.7	817	87.6	70	7.5
	6/30/78	310	43	13.9	32	10.3	8	2.6	267	86.1	223	71.9	39	12.6
MJC 14	12/31/72	1972	24	1.2	21	1.1	2	.1	1948	98.8	1770	89.8	150	7.6
	6/30/78	1346	110	8.2	101	7.5	7	.5	1236	91.8	1154	85.7	65	4.8
MJC 15	12/31/72	490	268	54.7	222	45.3	28	5.7	222	45.3	209	42.7	10	2.0
	6/30/78	340	164	48.2	137	40.3	19	5.6	176	51.8	159	46.8	16	4.7
Total	12/31/72	11,326	5404	47.7	5233	46.2	124	1.1	5922	52.3	5499	48.6	357	3.2
	6/30/78	10,343	5253	50.8	5069	49.0	141	1.4	5090	49.2	4608	44.6	402	3.9

Operating Company: Wisconsin Telephone Company

	MEN						WOMEN					
	HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
	#	%	#	%	#	%	#	%	#	%	#	%
AAJC 1 12/31/72												
6/30/78												
AAJC 2 12/31/72					2	0.3						
6/30/78			1	0.1	1	0.1					1	0.1
AAJC 3 12/31/72					1	0.1	1	0.1	1	0.1	2	0.1
6/30/78	1	0.1	2	0.1	1	0.1	1	0.1	2	0.1		
AAJC 4 12/31/72					1	0.3						
6/30/78											3	0.7
AAJC 5 12/31/72											1	4.3
6/30/78												
AAJC 6 12/31/72	3	0.2			4	0.3						
6/30/78	1	0.1	3	0.2	2	0.1						

Operating Company: Wisconsin Telephone Company

	MEN						WOMEN					
	HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
	#	%	#	%	#	%	#	%	#	%	#	%
AAJC 7 12/31/72			6	0.6								
6/30/78	1	0.1	5	0.5	2	0.2						
AAJC 8 12/31/72												
AAJC 9 12/31/72	2	0.4	1	0.2	1	0.2						
6/30/78	2	0.4			1	0.2						
AAJC 10 12/31/72	1	0.8	1	0.8	1	0.8	1	0.8			1	0.8
6/30/78	1	0.5	1	0.5			1	0.5				
AAJC 11 12/31/72							4	0.4	2	0.2	2	0.2
6/30/78	3	0.1			1	0.05	13	0.6	15	0.7	6	0.3
AAJC 12 12/31/78							3	0.4	3	0.4		
6/30/78	1	0.2					10	1.6	3	0.5	2	0.3

Operating Company: Wisconsin Telephone Company

		MEN						WOMEN					
		HISP.		AI/AN		A/PI		HISP.		AI/AN		A/PI	
		#	%	#	%	#	%	#	%	#	%	#	%
AAJC 13	12/31/72					3	0.3	9	1.0	4	0.4	2	0.2
	6/30/78	1	0.3	1	0.3	1	0.3	3	1.0	2	0.6		
AAJC 14	12/31/72	1	0.1					13	0.7	12	0.6	3	0.2
	6/30/78	2	0.5					6	0.4	6	0.4	5	0.4
AAJC 15	12/31/72	12	2.4	3	0.6	3	0.6	3	0.6				
	6/30/78	6	1.8	1	0.3	1	0.8	1	0.3				
Total	12/31/72	19	0.2	12	0.1	16	0.3	34	0.3	21	0.2	11	0.1
	6/30/78	19	0.2	14	0.1	10	0.1	35	0.3	28	0.3	17	0.2

Compliance Review of South Central Bell Telephone and Telegraph Company pursuant to the AT&T Consent Decree

Prepared by: Robbie Dix, III, Attorney;
Francis Ridley, Attorney;
Enoch Perry, III, Attorney;
Dora E. Flores, Attorney

Equal Employment Opportunity Commission

and

Office of Federal Contract Compliance, Department of Labor

INTRODUCTION

An on-site review of South Central Bell's New Orleans operations was conducted September 13, 14 and 15, 1978. South Central Bell is divided into 39 establishments for consent decree and affirmative action purposes. These establishments are located in Alabama, Kentucky, Louisiana, Mississippi and Tennessee. The New Orleans Placement Bureau services all establishments located in Louisiana. As of December 31, 1977, South Central Bell employed 57,388 people.

TARGET PERFORMANCE

Generally, South Central met its targets with several exceptions. GSA reported that South Central ended 1977 with nine (9) deficiencies. At the end of the second quarter, South Central reported eighteen (18) deficiencies. All but four (4) were for Blacks.* During that period, South Central reported in excess of 14,000 opportunities.

OVERALL PERFORMANCE

The minority representation in the South Central workforce increased from 11.81% to 16.28%. This increase occurred in the face of a 14.24% increase in the South Central work-

*/ Five (5) of the nine(9) 1977 deficiencies were the result of the 85-90 Rule and seven (7) of the nineteen (19) deficiencies reported first two quarters 1978, were the result of the 85-90 rule.

force during that time. Although the minority representation increased, the overall female participation, and white female participation in particular, declined. (The former by 2.29% and the latter by 5.42%). Minority male participation increased by 1.35% while minority female participation increased by 3.12%.

Female representation in management AAJC's (1-3) has increased, with the greatest gains being found in AAJC 2 (3.7 to 19.7) and AAJC 3 (16.3 to 31.9). Minority males have increased in AAJC 1 (0 to .38), AAJC 2 (.16 to 2.01), and AAJC 3 (1.68 to 5.61).

In the AAJC's from which females were traditionally excluded, the female participation increased as follows: AAJC 6 (.05 to 1.76), AAJC 7 (3.43 to 12.23), and AAJC 9 (.22 to 5.07). Minority male participation increased in AAJC 6 (2.82 to 6.8) and AAJC 7 (1.71 to 5.72) but decreased in AAJC 9 (14.01 to 12.16).

Male participation in the traditionally female classifications was as follows: AAJC 11 declined (6.05 to 5.88); AAJC 12 increased (.43 to 7.61); AAJC 13 increased (20.65 to 37.09); and AAJC 14 increased (.61 to 5.41).

At the time of the review, South Central had Supplemental Order deficiencies remaining. The deficiencies will be eliminated by January 15, 1979.

CONCLUSION

South Central has substantially met its targets and should be found in compliance with the consent decree.

South Central

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
1. 72#	870	861	861	0	0	0	0	9	9	0	0	0	0
%	1.7	98.97	98.97	0	0	0	0	1.03	1.03	0	0	0	0
77#	1065	1008	1004	4	0	0	0	57	55	1	1	0	0
%	1.85	94.65	94.27	.38	0	0	0	5.35	5.16	.09	.09	0	0
2. 72#	1244	1198	1196	2	0			46	46				
%	2.5	96.30	96.14	.16	0			3.70	3.70				
77#	3638	2920	2837	73	7		3	718	681	36	1		
%	6.3	80.26	77.98	2.01	.19		.08	19.74	18.72	.99	.03		
3. 72#	4952	4145	4060	83	1		1	807	801	5			1
%	9.9	83.70	81.99	1.68	.02		.01	16.30	16.18	.10			.02
77#	6968	4743	4328	391	21	1	2	2225	1882	328	12		3
%	12	68.07	62.11	5.61	1.30	.01	.03	31.93	27.01	4.71	.17		.02

South Central

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
72#	2622	21	19	2	0	0	0	2601	2540	59	1	1	0
%	5.2	.80	.72	.08	0	0	0	99.20	98.87	2.25	.04	.04	0
77#	2397	126	98	27	1	0	0	2271	1980	286	5	0	0
%	4.2	5.26	4.09	1.13	.04	0	0	94.74	82.60	11.93	.21	0	0
72#	312	246	245	1	0	0	0	66	66	0	0	0	0
%	.6	78.85	78.53	.32	0	0	0	21.15	21.15	0	0	0	0
77#	423	269	232	31	6	0	0	154	122	32	0	0	0
%	.7	63.59	54.85	7.33	1.42	0	0	36.41	28.84	7.57	0	0	0
72#	4147	4145	4023	117	1	2	2	2	2	0	0	0	0
%	8.25	99.95	97.01	2.82	.02	.05	.05	.05	.05	0	0	0	0
77#	5164	5073	4710	351	6	5	1	91	80	11	0	0	0
%	8.99	98.24	91.21	6.80	.12	.10	.02	1.76	1.55	.21	0	0	0

South Central

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	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
7. 72 #	3912	3778	3707	67	.3	0	1	134	131	3	0	0	0
%	7.8	96.57	94.76	1.71	.08	0	.02	3.43	3.35	.08	0	0	0
77 #	4580	4020	3747	262	10	1	0	560	522	37	1	0	0
%	7.98	87.77	81.81	5.72	.22	.02	0	12.23	11.40	.81	.02	0	0
8. 72 #	505	475	258	217	0	0	0	30	26	4	0	0	0
%	1.0	94.06	51.09	42.97	0	0	0	5.94	5.15	.79	0	0	0
77 #	669	537	288	247	2	0	0	132	80	52	0	0	0
%	1.2	80.27	43.05	36.92	.30	0	0	19.73	11.96	7.77	0	0	0
9. 72 #	5874	5861	5036	823	1	2	0	13	11	2	0	0	0
%	11.7	99.78	85.72	14.01	.02	.03	0	.22	.19	.03	0	0	0
77 #	5681	5393	4682	691	14	5	1	288	223	65	0	0	0
%	9.9	94.93	82.42	12.16	.25	.09	.02	5.07	3.93	1.14	0	0	0

South Central

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
10.	72 #	709	333	226	106	0	0	1	376	358	18	0	0	0
	%	1.4	46.97	31.88	14.95	0	0	.14	53.03	50.49	2.54	0	0	0
	77 #	731	198	135	60	3	0	0	533	456	74	2	1	0
	%	1.3	27.09	18.47	8.21	.41	0	0	72.91	62.38	10.12	.27	.14	0
11.	72 #	4413	267	260	7	0	0	0	4146	3875	269	1	0	1
	%	8.8	6.05	5.89	.16	0	0	0	93.95	87.81	6.10	.02	0	.02
	77 #	6835	402	320	80	2	0	0	6433	5199	1193	38	1	2
	%	11.9	5.88	4.68	1.17	.03	0	0	94.12	76.06	17.45	.56	.01	.03
12.	72 #	7272	31	26	5	0	0	0	7241	6536	692	5	1	7
	%	14.5	.43	.36	.07	0	0	0	99.57	89.88	9.52	.07	.01	.09
	77 #	8108	617	470	142	5	0	0	7491	6040	1408	41	2	0
	%	14.1	7.61	5.80	1.75	.06	0	0	92.39	74.49	17.37	.57	.02	0

South Central

		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
13.	72#	397	82	50	32	0	0	0	315	193	122	0	0	0
	%	.79	20.65	12.59	8.06	0	0	0	79.35	48.61	30.74	0	0	0
	77#	364	135	97	36	1	0	1	229	140	87	2	0	0
	%	.6	37.09	26.65	9.89	.27	0	.27	62.91	38.46	23.90	.55	0	0
14.	72#	12642	77	52	25	0	0	0	12565	9660	2888	10	0	7
	%	25.1	.61	.41	.20	0	0	0	99.39	76.41	22.84	.08	0	.06
	77#	16502	568	436	130	2	0	0	9934	7122	2757	49	0	6
	%	18.3	5.41	4.15	1.24	.02	0	0	94.59	67.82	26.25	.47	0	.06
15.	72#	365	242	26	216	0	0	0	123	5	118	0	0	0
	%	.7	66.30	7.2	59.18	0	0	0	33.70	1.37	32.33	0	0	0
	77#	263	168	49	119	0	0	0	95	27	68	0	0	0
	%	.5	63.88	18.63	45.25	0	0	0	36.12	10.27	25.86	0	0	0

South Central

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
GRAND TOTALS													
72#	50236	21762	20,040	1707	6	4	5	28,474	24,259	4180	17	2	16
%		43.32	39.89	3.40	.01	.007	.009	56.68	48.3	8.32	.03	.003	.03
77#	57,388	2,6177	23433	2644	80	12	8	31211	24609	6435	152	4	11
%		45.61	40.83	4.61	.14	.02	.01	54.39	42.88	11.21	.26	.01	.02

Compliance Review Report on
Southwestern Bell Telephone and
Telegraph Company Pursuant to
the AT&T Consent Decree

PREPARED BY

Robbie Dix, EEOC
Francis Ridley, OFCCP - DOL
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Introduction

The compliance review of Southwestern Bell Telephone Company was conducted in Houston, Texas on August 28,29, 30, 31 and September 1, 1978. Southwestern Bell covers a five state area that is composed of Arkansas, Kansas, Missouri, Oklahoma and Texas. This five state company is divided into fifteen establishments. As of December 31, 1977, Southwestern Bell employed 80,456 people.

Target Performance

In 1977, the company met all its targets, however, in 1978 four of the Company's establishments were carrying a total of eleven (11) deficiencies. Three of these deficiencies were to be eliminated by the third quarter of 1978. The remaining eight deficiencies were accounted for by the application of the "85%-90% rule." The majority of the deficiencies were Hispanic.

Overall Performance

The minority representation in the Southwestern Bell workforce increased from 13.54% to 19.0%. This increase occurred in the face of a 12.57% increase in the Southwestern Bell workforce during that time. Although the majority representation increased, the overall female participation declined by 3.3%. Also, the white female participation declined by a substantial 5.8%. Minority male participation increased by 2.94% while minority female participation increased by 2.51%.

Southwestern Bell experienced declines in AAJC's 10, 13, 14, and 15. Coincidentally, these AAJCs also represent AAJCs in which minorities or females were represented in excess of their overall representation in the Southwestern Bell workforce.

Female representation in management AAJCs 1 and 2 increased markedly. In AAJC 1 females increased from 1.2% to 8.8%. In AAJC 2 they increased from 12.0% to 27.4%. Although female participation made substantial gains in AAJC 1 and 2, in AAJC 3 they declined from 48.0% to 38.7%. Minority males also increased in the management AAJCs. In AAJC 1 minority male participation increased from 1.5% to 2.89%, in AAJC 2 they increased from 1.58% to 5.18%. AAJC 3 participation for minority males increased from 2.03% to 7.45%.

In the AAJCs from which females were traditionally excluded, the female participation increased as follows: AAJC 6 from .03% to 3.9%; AAJC 7 from 2.9% to 16.9%; and in AAJC 9 from .3% to 8.7%. Minority male participation increased as follows: AAJC 6 from 3.68% to 12.96%; AAJC 7 from 5.33% to 9.18%; and in AAJC 9 from 14.29% to 15.64%.

Male participation in the traditionally female classifications was as follows: AAJC 11 from 3.6% to 13.4%, AAJC 12 from 1.4% to 9.8%, AAJC 13 from 12.6% to 19.2%; and AAJC 14 from 1.2% to 5.6%.

Southwestern Bell in determining ethnic coding of Hispanic employees uses surnames as a guide. A general coding procedures manual is used by their employment interviewers in determining the ethnic coding of applicants. This method has resulted in the listing of Anglo women married to Hispanic men as Hispanic females. This has led to the use of Anglo women in meeting targets for Hispanic females; which may in turn deny job opportunities to some Hispanic females. Actual figures as to the number of Anglo women carried as Hispanic females are not available at present. From the interviews conducted in Houston, Texas, we were informed that the coding practice was widespread throughout Southwestern Bell. This practice is an arguable basis for holding Southwestern Bell in non-compliance, however, it must be noted that AT&T contends that this practice conforms with policies and practices legally acceptable under Title VII.

CONCLUSION

Southwestern Bell substantially met its targets and substantially complied with the consent decree.

Southwestern [illegible]

BBJC		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispanic	Amerind Al.Nat.	Asian Pacific		Grand	Black	Hispanic	Amerind Al.Nat.	Asian Pacific
1 (1972)	#	1478	1461	1444	0	4	13	0	17	17	0	0	0	[illegible]
	%	[illegible]	98.8	97.6	[illegible]	.3	[illegible]	[illegible]	1.2	1.2	[illegible]	[illegible]	0.0	0.0
(1977)	#	1868	1703	1649	9	14	30	1	165	158	4	3	0	0
	%	2.3	91.2	88.3	.5	.7	1.6	.1	8.8	8.5	.2	.2	0.0	[illegible]
2 (1972)	#	2778	2445	2401	7	17	20	0	333	321	5	2	5	0
	%	3.9	88.0	86.4	.3	.6	.7	0.0	12.0	11.5	[illegible]	.07	[illegible]	0.0
(97)	#	4110	2983	2770	102	73	37	1	1127	986	98	33	8	2
	%	5.1	72.6	67.4	2.5	1.8	.9	0	27.4	24.0	2.4	.8	.2	0
3 (1972)	#	5479	2844	2733	50	39	22	0	2635	2448	90	69	28	0
	%	7.8	52.0	49.8	.9	.7	.4	0.0	48.0	44.6	1.6	[illegible]	[illegible]	0.0
(1977)	#	8413	5159	4532	291	284	47	5	3254	2668	341	191	51	3
	%	[illegible].5	61.3	53.9	3.5	3.4	.6	.1	38.7	31.7	4.1	2.3	.6	[illegible]

Southwestern Tech

BRJC		Grand Total	Total Men	Males					Total Women	Females				
				White	Black	Hispan	Am Ind. Al Nat	Asian Pac Is.		White	Black	Hispan.	Am Ind. Al. Nat	Asian Pac. Is.
4 (1972)	#	3395	1731	1626	53	42	8	2	1664	1556	59	38	11	0
	%	4.8	50.9	47.9	1.5	1.2	.2	[illegible]	49.1	45.8	1.7	1.1	.3	0.0
(1977)	#	4284	1816	1619	102	75	19	1	2468	1971	292	177	26	2
	%	5.3	42.4	37.8	2.4	1.8	.4	0.0	57.6	46.0	6.8	4.1	.6	[illegible]
5 (1972)	#	1277	843	730	31	25	7	0	434	400	23	10	1	0
	%	[illegible]	66.0	[illegible]	2.4	1.9	.6	0.0	[illegible]	31.3	1.8	.8	.08	0.0
(1977)	#	2033	1060	862	100	81	17	0	973	754	154	50	14	1
	%	2.5	52.1	42.4	4.9	4.0	.8	0.0	47.9	37.1	7.6	2.5	.7	0.0
6 (1972)	#	7807	7804	7517	89	162	35	1	3	3	[illegible]	[illegible]	0	[illegible]
	%	11.1	99.9	96.3	1.1	2.0	.4	.01	.03	[illegible]	[illegible]	0.0	[illegible]	[illegible]
(1977)	#	11361	10923	9451	568	813	82	9	438	343	50	40	4	1
	%	14.1	96.1	83.2	5.0	7.2	.7	.1	3.9	3.0	.4	.4	0.0	0.0

Southwest [redacted] Cell

BRJC		Grand Total	Total Black	Males					Total Women	Females				
				White	Black	Hispanic	Amerind Al.Nat.	Asian Pac.Is.		White	Black	Hispanic	Amerind Al.Nat.	Asian Pac.Is.
7 (1972)	#	17[illegible]	6523	6165	186	160	[illegible]	[illegible]	93	184	3	6	[illegible]	[illegible]
	%	9.6	97.1	91.8	2.7	2.4	.2	[illegible]	2.9	2.7	.04	.08	0.[illegible]	0.0
(1977)	#	8103	6736	5992	351	358	32	3	1367	1152	115	32	13	0
	%	[illegible]	83.1	73.9	4.3	4.4	.4	.04	16.9	14.2	1.4	[illegible]	.2	0.0
8 (1972)	#	683	673	358	239	73	3	0	10	7	3	0	0	0
	%	1.0	98.5	52.4	[illegible]	10.7	.4	0.0	1.5	1.0	.4	[illegible]	0.0	0.0
(1977)	#					Discontinued								
	%													
9 (1972)	#	4569	4556	3903	345	282	24	2	13	12	1	0	0	0
	%	6.5	99.7	85.4	7.5	6.2	.5	.04	.3	.3	.02	0.0	0.0	[illegible]
(1977)	#	4035	3685	3054	287	303	36	5	350	279	41	29	1	0
	%	[illegible]	91.3	75.7	7.1	7.5	.9	.1	8.7	6.9	1.0	.7	[illegible]	[illegible]

Southwestern Bell

AAJC		Grand Total	Total Men	Males					Total Women	Females				Asian Pac.Is.
				White	Black	Hispanic	Amerind Al.Nat.	Asian Pac.Is.		White	Black	Hispanic	Other	
10 (1972)	#	1343	1099	742	243	110	4	0	244	223	12	8	1	0
	%	1.9	81.8	55.2	18.0	8.2	.3	0.0	18.2	16.6	.9	.6	.07	0.0
(1977)	#	1299	460	273	147	36	4	0	839	646	114	69	10	0
	%	1.6	35.4	21.0	11.3	2.8	.3	0.0	64.6	49.7	8.8	5.3	.8	0.0
11 (1972)	#	9625	349	324	10	14	1	0	9276	8155	684	358	74	5
	%	13.7	3.6	3.4	.1	.1	.01	0.0	96.4	84.7	7.1	3.7	.8	.05
(197[illegible])	#	14794	1981	1422	342	193	21	3	12813	9728	1835	1058	168	24
	%	18.4	13.4	9.6	2.3	1.3	.1	0.0	86.6	65.8	12.4	7.2	1.1	[illegible]
12 (197[illegible])	#	6814	96	72	11	12	0	1	6718	5651	611	398	53	5
	%	9.7	[illegible]	[illegible]	.2	[illegible]	0.0	.01	98.6	82.9	9.0	5.8	.8	.07
(197[illegible])	#	7402	726	525	95	96	6	4	6676	4939	[illegible]	[illegible]	66	19
	%	9.2	9.8	7.1	1.3	1.3	.1	.1	90.2	66.7	14.1	8.2	.9	.3

Southwestern

AHJC		[illegible]	Total Men	Males: White	Males: Black	Males: Hispanic	Males: Amerind Al.Nat	Males: Asian Pac.Is	Total Women	Females: White	Females: Black	Females: Hispanic	Females: Amerind Al.Nat	Females: Asian Pac.Is
13 (1972)	#	61[illegible]	[illegible]7	[illegible]	[illegible]	[illegible]	0	0	[illegible]33	[illegible]44	130	54	[illegible]	[illegible]
	%	.9	[illegible].6	10.7	1.[illegible]	1.[illegible]	0.0	0.0	37.4	56.4	[illegible]1.3	8.8	.7	[illegible]
(1977)	#	605	116	82	20	13	1	0	489	337	106	44	2	0
	%	.8	19.2	13.6	3.3	2.1	.2	0.0	80.8	55.7	17.5	7.3	.3	0.0
14 (1972)	#	17295	216	172	23	21	1	0	17079	13069	2876	1029	97	8
	%	24.6	1.2	1.0	.1	.1	.01	0.0	98.8	75.6	16.6	5.9	.6	.05
(1977)	#	11965	673	470	99	88	15	1	11292	8463	1813	878	124	14
	%	14.9	5.6	3.9	.8	.7	.1	0.0	94.4	70.7	15.2	7.3	1.0	.1
15 (1972)	#	471	311	61	229	17	3	1	160	60	95	5	0	0
	%	.7	66.0	13.0	48.6	3.6	.6	.2	34.0	12.7	20.2	1.0	0.0	0.0
(1977)	#	184	110	18	84	8	0	0	74	26	46	2	0	0
	%	.2	59.8	9.8	45.7	4.3	0.0	0.0	40.2	14.1	25.0	1.1	0.0	0.0

Southwestern Bell

	Grand Total	Total Men	Males					Total Women	Females				
			White	Black	Hispan	Am.Ind. Al.Nat.	Asian Pac.Is.		White	Black	Hispan.	Am.Ind. Al.Nat.	Asian Pac.Is.
# Grand total (1972)	70,340	31,028	28,363	1,521	984	152	8	39,312	32,450	4,592	1,977	274	19
%	100.0	44.1	40.3	2.2	1.4	.2	.01	55.9	46.1	6.5	2.8	.4	.03
# Grand total (1977)	80,456	38131	32719	2597	2435	347	33	42325	32450	6254	3263	492	66
%		47.4	40.7	3.2	3.0	.4	.04	52.6	40.3	7.5	4.0	.6	.08